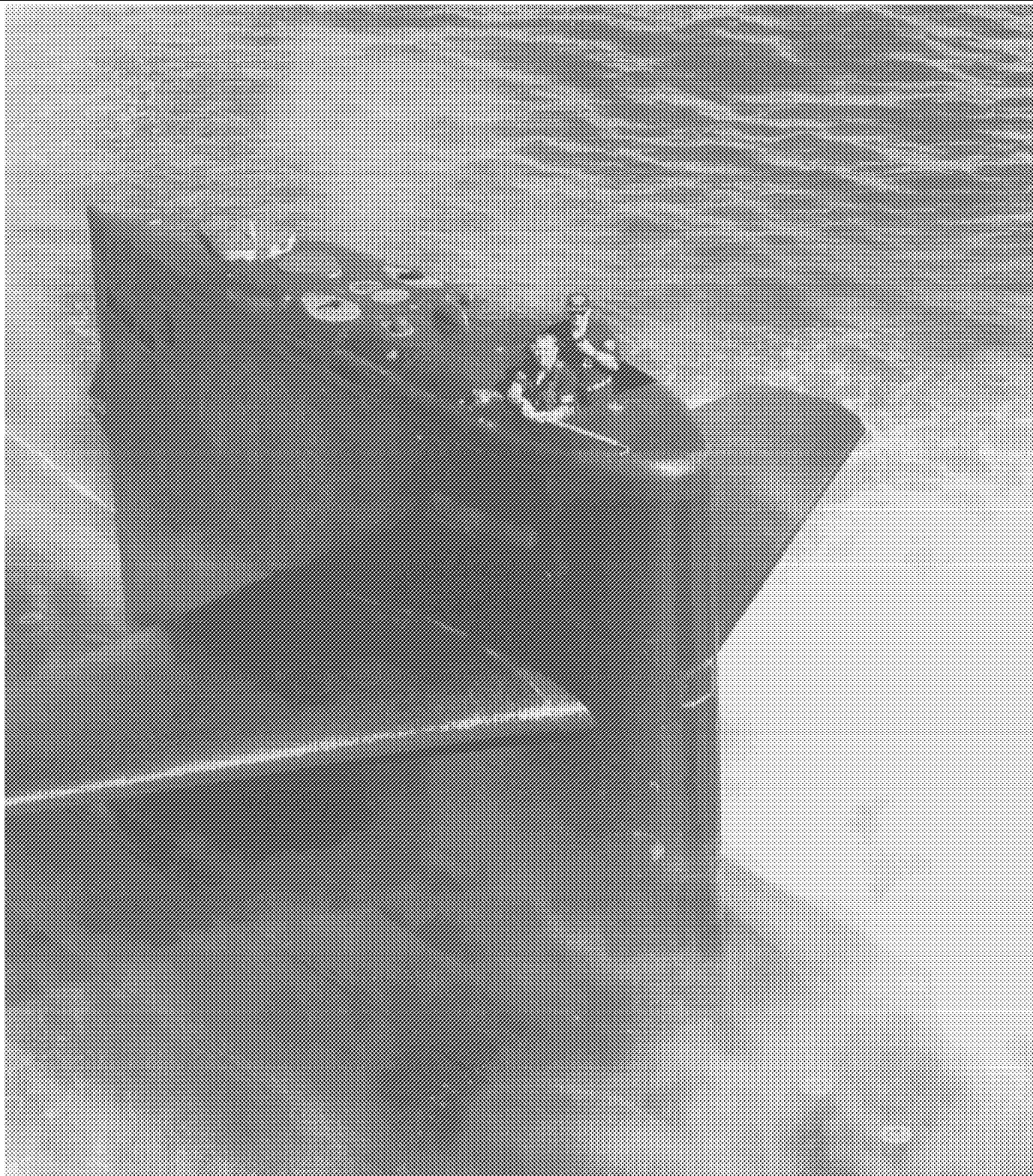


LINK

And the winner is

CT02 Ramon Cuevas takes top honors in Link's essay contest on Navy Core Values. His essay on page 5.

U.S. NAVY ENLISTED PERSONNEL DISTRIBUTION PROFESSIONAL BULLETIN APRIL - JUNE 1997 VOL 2/97





Chief of Naval Personnel

VADM D.T. Oliver, USN

Personnel Update

By now, most of you have heard or read about recent movement to make "additional" personnel reductions. In reality, drawdown plans proposed in the Fiscal Year 1998 budget are simply a part of the ongoing drawdown and are necessary to meet requirements established in 1993 by the Bottom-Up Review (BUR). Since the 1993 BUR, outsourcing, civilian substitution, changing numbers of ships, submarines, aircraft squadrons, and base closures have all helped us shape and refine our manpower target to around 391,000 by the end of FY98 (30 Sept 98). To meet this manpower requirement, we will accelerate some personnel reductions into this fiscal year that we'd previously planned to make next year, and finish FY97 (30 Sept 97) with an end strength of not less than 395,500. Current Navy end strength is just over

400,000. These reductions will be small compared to those we made in years during the height of the drawdown. Though referred to by some as extra or unplanned cuts, these reductions are simply continued fine-tuning of our plan to arrive at the BUR force. These reductions will be met primarily through reduced accessions and voluntary loss programs.

As was the case throughout the drawdown, Sailors remain our number one priority. We will continue to keep faith with our career Sailors and their families. The continuing reductions mentioned above will be very carefully managed and will not noticeably affect our career personnel in any way. SRB, advancements (within constraints of law), career sea pay, special duty assignment pay, and voluntary education programs such as the Program for Afloat College Education, and Academic Skills Learning Centers, which are so important to our Sailors, will be protected, although Tuition Assistance demand is dramatically up this year, straining the FY97 budget for this program.

Navy strategy, missions, force structure, and our end strength requirements are currently being re-validated in the Quadrennial Defense Review (QDR). Recommendations of the QDR are due to Congress on 15 May 97 and will be reviewed by the National Defense Panel during the remainder of 1997. We will provide additional information regarding Navy manpower requirements as it becomes available.

Our new performance evaluation system has been in use for about a year and a half now. By all indications, it is an improvement over our previous system. Overall, reporting seniors have done a good job preventing grade inflation, and selection board presidents have reported that the new system has broadened selection board members' ability to select the best possible Sailors to lead the Navy into the future.

The new system was carefully designed, but it was such a major change that several minor corrections have become necessary. In an effort to continue improving the system, we have twice convened a performance evaluation working group—one last October and most recently this past February—comprised of a broad representation of Sailors, officer and enlisted, from around the Fleet. The working groups considered many recommendations for possible improvements to the system and the CNO formally approved several, of which I will address three specifically.

First, there has been a relaxation of requirements in the narrative section. Comparisons, rankings, recommendations, and other breakouts now will be allowed, although restrictions on hand-written comments, underlining, and font size remain in effect. Second, we have eliminated the requirement for detachment of reporting senior reports for chief petty officers. These reports are now optional. A third important change which has been implemented is creation of a separate ranking category for anyone who has an approved resignation, transfer to the Fleet Reserve, or retirement request. Additional information concerning changes to the system are located in NAVADMIN 049/97.

You should expect a few more changes in the future as we try to further improve the process. Please keep in mind that in addition to helping selection boards distinguish among candidates, the performance evaluation system is designed to help improve performance. We emphasized this goal by instituting mandatory mid-term counseling. I believe this counseling, combined with effective one-on-one leadership, will be the system's most significant positive contribution to our Navy in the years ahead.

Since the last issue of *Link* was published three months ago, I have conducted several All Hands Calls throughout the Fleet. It is strikingly clear to me from these sessions that we have a sophisticated naval force comprised of Sailors with broad horizons. Your concerns and feedback have been very useful to me as we continue to work at the Bureau of Naval Personnel to serve you better. Keep up the outstanding work!

A handwritten signature in dark ink, appearing to read "D.T. Oliver".



Volume 2/97
April - June 1997

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Link (ISN 1045-439X) is the professional bulletin of Navy enlisted personnel. Its mission is to provide all Navy enlisted personnel information regarding key personnel policy changes, career management, reassignment trends and retention matters. This publication is approved for official dissemination of professional information of interest to the Department of Defense community and to appropriate professional-related communities at large. *Link's* telephone number is DSN 223-1195, commercial (703) 693-1195; or fax (703) 695-5780 DSN 225-5780. Send e-mail to:

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2 NAVY ANNEX

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- 3 Closer Look: An easy-to-use index of general interest articles in this edition of *Link*

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Cover photo:

Crewman on board the Los Angeles-class attack submarine USS Baltimore (SSN-704) stand by with a grappling hook to snag a mail shipment from an SH-60 "Seahawk" helicopter. (U.S. Navy photo by PH3 Chris Vickers)

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RADM J. I. Maslowski, USN

Overseas duty: a move you won't regret

Overseas duty is an exciting and challenging opportunity offering new and unique cultural experiences, career enhancing assignments, and long term professional rewards. Most Sailors understand the requirement for service overseas and view it as an occasion to experience a way of life few of their civilian contemporaries will ever realize. For a few, overseas duty is perceived as undesirable, not career enhancing or just too difficult from a personal viewpoint. Often, these views are based on misconceptions about the value and nature of overseas assignments. I would like to take a few minutes to address these misconceptions, and

provide information about some of the programs/benefits the Navy has in place for Sailors serving overseas.

Along with sustained superior performance, diversity of assignments is key to a successful Navy career. Nearly all ratings have enough billets overseas to require at least one assignment outside of CONUS during a career. Some ratings have as many as 40 percent of their billets overseas and require multiple tours outside of CONUS over the course of a career. Given the location of billets you can understand why overseas duty is an important consideration for career progression and professional growth. Forward presence and being first on the scene of a potential crisis is part of what makes the Navy unique among the services. Simply, when stationed overseas you are the "pointy" end of the spear and strong performance in one of these important assignments will have a long lasting, positive impact on your career.

Many programs are in place to both improve quality of life and provide incentives for continued overseas service. Covered briefly below is a quality of life initiative, a cost of living allowance and two incentive programs related to overseas duty you should factor into your future assignment decisions:

- Overseas housing. The perception of inadequate housing in many locations is rapidly changing. The Navy has invested millions of dollars in overseas bases with particular emphasis on housing. In fact most overseas housing is equivalent or better than housing in CONUS. This is a great stride toward improving quality of life overseas.
- Overseas Cost-of-Living Allowance (COLA). COLA compensates Navy families for the increased cost of living overseas. It is based on a comparison of the cost of over 100 different goods and services between CONUS and a particular overseas location. COLA will increase or decrease in response to price changes on the local economy.
- Overseas Tour Extension Incentive Program (OTEIP). OTEIP is designed to encourage extensions of 12 months or more beyond your PRD, eligible personnel can choose from:
 - \$80 per month special pay for each month during the extension, or
 - 30 days Rest and Recuperative (R&R) absence during extension, or
 - 15 days R&R plus round trip transportation at government expense from overseas location to CONUS port of debarkation and return during the extension.
- In-Place Consecutive Overseas Tour (IPCOT). Sailors who choose to serve a consecutive overseas tour in the same location are entitled to round trip transportation for the Sailor and command sponsored family members from the overseas location to home of record and return at government expense.

If you ask those who have served successfully overseas you will find the vast majority thoroughly enjoyed the experience and benefited both professionally and personally. The reward and satisfaction of meeting the challenge of an overseas assignment combined with the appreciation gained for other cultures is truly a unique and enlightening experience. Take the challenge, call your detailer today and volunteer for an overseas assignment. It's a move you won't regret.

D. Maslowski

Master Chief Petty Officer of the Navy ETCM(SW) John Hagan, USN



As I see it ...

Professional Development Board – A tool for advancement

Why didn't I get selected for advancement? What else do I have to do. These are among the most frequently asked questions I hear, both in person and via letter, fax, and e-mail. The question comes from Sailors dealing with the disappointment of selection board or exam results. It is a good and proper question and it deserves a thoughtful answer. The problem is that before it can be answered, a few questions must be asked. There are some useful truisms, cliches, and general answers, but when the Sailor asking the question is really sincere, it is time for the CMC or COB to convene the professional development board (PDB) and review the Sailor's career history, performance, qualifications, and study habits, and make some thoughtful, written recommendations.

Our advancement system is very complex. The complexity is unavoidable because every rating offers different opportunities and presents different challenges.

In the Bureau of Naval Personnel, the enlisted community managers (ECM) have the demanding job of assessing the community's overall health and adjusting accessions ("A" school quotas), incentives (SDAP, SRB, etc.), retention (fleet reserve requests, high year tenure policies, etc.), and other parameters to arrive at an optimum advancement level and maintain it. This is not an enviable job. So much of what the Bureau must attempt to predict and hold steady is volatile and subject to rapid, unpredictable change. During the past five years of planned drawdown, their job has been even more complex and the voluntary nature of our drawdown plan (not one enlisted Sailor was involuntarily separated from the career force) made it even more difficult.

On occasion, some force structure decisions were unexpectedly altered and the best laid plans of ECMs were derailed. Complicating things further, the retention during the uncertainties of drawdown was higher than expected in many communities. What does all this have to do with the opening question?

Advancement quotas are the result of much concerted effort and when things work as planned, opportunity is good and reasonable preparation results in selection. Our advancement system allows Sailors to compete against all other Sailors in their rating Navywide. It gives reasonable credit for service longevity, personal awards, good faith efforts (PNA), but the largest share of advancement points comes from the test score and the performance as quantified by performance mark average (PMA).

So the short answer to the opening question is: work hard and study smart. And the long answer is work hard, study smart and be patient. But the really hard data, specific part of the complete answer is focused on the individual Sailor and can only be arrived at by the PDB. Our advancement system is not perfect, but it is eminently reasonable.

Often you must look beyond those desires of Sailors and determine what is in the best interest of the Navy and the command. All too often, the PDB must guide the striker toward a rating other than the one they have been preparing and hoping for. The PDB must carefully review the Sailors full qualification and suitability for the rating and the rating health and true Navy needs. This is often the case in recommending gen dets ashore for an appropriate rating. Review their

Continued on page 3

A Closer Look

Many times a detailer will write a story for *Link* that contains information of value to everyone in the Navy. JASS, for instance, is a hot topic in the aviation and PN communities. To help you find information which is sometimes "buried" in detailer's stories, refer to this list of hot topics covered in this edition of *Link*.



The fine art of negotiating

Straight from the detailers: What you need to do before you ask, "What do you have?"

Pages 22, 24, 36, 37, 38, 41, 43, 46, 50, 52, 59, 61, and 71.

Reach out and touch your detailer

Can't get through? Tips on what works and what doesn't work when trying to communicate with your detailer.

Pages 37, 39, 44, 55, and 56.

What's best for your career

Good advice from the people "in the know" on how to put your career on the fast track.

Pages 28, 42, 44, 46, 47, 53, 59, and 69.

MCPON – continued from page 2

qualifications and you will often find it is in everyone's best interests to steer them in a sea intensive rating where they will be needed. Too often, young Sailors ashore drift toward the admin/

supply ratings or get bad advice and look for shore intensive or small "specialty ratings" which have flossy appeal. It is the PDB obligation to assertively counter any well intentioned bad advice and seek a balance between the needs of the Navy and the young Sailor's desires.

PLUS ...

Why all the fuss over Overseas Screening? It's there to help you.

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Core Values Essay Contest winner. CTO2 Ramon Cuevas takes top honors.

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An easier way to get the training manuals you need.

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What's your new sea-shore rotation? The list ...

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Are you Sat? Check out the latest from the Uniform Office.

Page 9

A handwritten signature in cursive script that reads "John Hagan".

Core Values of the United States Navy
Honor
Commitment
Courage

Director, Enlisted Assignments Division CAPT Phil Kasky

Overseas screening in place to help you

As I considered the topic to write for this *Link* article, with my focus on helping Sailors, the subject became apparent as soon as I browsed through the last issue of *Link* magazine (January- March).

Overseas screening seems to strike fear in a lot of people, and lack of understanding can cause some severe hardships. You may want to take the time to look up the overseas screening article by RMCS Olson in the last issue. The majority of overseas hardships that I see could have been prevented with better understanding of the overseas screening program. Overseas screening was designed to protect and help you and your families, while saving the Navy PCS dollars, stabilizing command manning and preventing gaps at our commands.

Screening not just a 'paperwork drill'

I hear a lot of "off the cuff" comments dealing with overseas screening. "It's just a paperwork drill, so I don't need to have my family overseas screened; my family is not going to accompany me overseas, so I don't understand why they need to be screened; I just don't need to have my family overseas screened, we don't need it." The commentary goes on, yet daily I review requests for early returns from overseas.

The majority of these could have been prevented with a proper overseas screening. With the severe lack of PCS funds, we can no longer afford to return a Sailor and family early from an overseas assignment. More often, we are returning dependents only while the active duty member is required to complete the overseas assignment. To protect you, we need to ensure we detect any potential problems prior to arrival overseas. Overseas screening is an extremely positive program designed to help you and your family. Know how it works so you do not place yourself in a difficult position.

Failures may qualify for EFMP

If you fail overseas screening, there are several avenues you may pursue. If a family medical or educational condition exists, it is mandatory that

your family be enrolled in the Exceptional Family Member Program (EFMP) and be assigned an EFM category (1-6). This category will determine where you and your family may be assigned to meet your specific medical/educational needs.

Paraphrasing from the EFMP program, the program has no impact on the deployment responsibilities of the Sailor. Overseas unaccompanied tours, unit deployment rotations, and standard deployments will be carried out. Overseas screening is the same for all families anticipating accompanied orders. If the special needs of the family can be met by the receiving location overseas, an accompanied assignment may be authorized.

As a side note of concern, promotion boards are unaware of EFM status and every effort is made to match the Sailor's career pattern with the needs of the family. For this reason, and to remain competitive with your peers, you may be assigned an unaccompanied assignment while your family is supported in another location.

In some situations, if your family fails to overseas screen, your orders may be modified to CONUS duty to allow for planning and stabilization of your situation. In some cases, you should expect an unaccompanied overseas assignment if your family situation cannot be resolved, as worldwide assignability needs to be preserved.

Financial stability a big concern

Overseas screening for financial suitability is a new criteria recently added to the overseas screening program to help protect Sailors from getting into severe financial situations. I will quote directly from a portion of NAVADMIN 284/95, which clearly sums up financial suitability: "Thorough and careful overseas screening for all our Sailors who are slated to PCS overseas is important. Improperly screened Sailors are more likely to arrive at overseas assignments unprepared and unequipped for the unique challenges of duty overseas. Sailors and their families are challenged to adapting to a new culture, cope with limited or different housing and support services, and must possess the financial health and skills necessary for living abroad.

Our Sailors should arrive at an overseas duty station with personal debts well under control. Excessive personal debt may prevent them from adjusting to the higher cost of living usually encountered overseas. The change in income can be especially traumatic if the spouse's income was substantial and a major source of liquidating debts. Employment opportunities for spouses overseas, when available, are generally below a salary level to

Continued on page 7

Navy Core Values

CTO2 Ramon Cuevas takes first place in Link's essay contest. His essay:

"The Navy Core Values go far beyond legal and professional boundaries. Honor, courage, and commitment are elements vital to the strong ethical and moral foundation we are taught upon joining the Navy. Although these core values are priceless and have not cost me anything monetarily, there has been a greater cost in human lives lost. The national ensign flying proudly at each twilight serves as a constant reminder of all those who fought with honor and the sword of courage to fulfill a commitment to life in a free world for all. The Navy's Core Values stand as a testament to what humanity has and will achieve when upheld in the highest tradition.

Honor is my shield; it is pride, confidence, and an overwhelming yearning for purpose throughout my life and naval career. It is my vision through the cloak of uncertainty and it demands that I stand upright with posture and stare back into the face of humiliation. Honor is truth and without truth, chaos would reign.

Courage is my sword. It is not just chivalry reserved for an opportune time of valor, but for the obstacles that I face daily. It is my will to uphold the highest standards and traditions of those entrusted to me without compromise. Courage is what I must possess to make wise decisions never succumbing to pressures or scrutiny that will impede my mission, my family's well being, or myself. Whether yielding to misunderstanding or during times of doubt I rely on courage despite the dangers or personal consequences.

Commitment is the mountain that I climb. It is the pursuit of excellence and dedication within my power throughout my life and naval career. Commitment is a resolve to do a little better today than I did yesterday and to attain challenging yet reasonable short term goals while striving to complete long term goals. A strong sense of commitment helps me to remain faithful to my God, my country, and my family and to keep focused on personal goals as well as the mission of my command. Commitment is my pledge to superiors, an obligation to my peers and a sense of duty to my subordinates. Whether it is upholding my family's name or my commanding officer's philosophy, a strong sense of commitment has guided me throughout my voyage.

As a man of God and a Sailor in the United States Navy, the two bodies of guidance governing my behavior are the Bible and my Navy Core Values. With those core values foremost in my mind at all times I'm rewarded with the luxury of solace wherever I travel. I benefit from a clear conscience wherever I lay my head to rest and when I decide to depart my Navy I will carry those core values along because they are not merely tools, but serve as scouts for my journey ahead."

**CTO2 Ramon Cuevas, USN
Naval Security Group Activity, Pensacola**

How they were judged

All unedited entries were retyped and forwarded to three volunteer judges at BUPERS. Any reference to the author's name, rank, and

command were removed. The judges were asked to grade the essays on how well each addressed the spirit of Navy Core Values. Special thanks to the

judges, LT Steve Zip, ETCM(SW/AW) C. J. Dreer, and MMCM(SW/SS/MDV) Dennis Wiley, and everyone who submitted essays.

Why can't I get the rate training courses I want, when I want them?

We at Navy Education and Training Professional Development and Technology Center (NETPDTC) understand and are working hard to improve the system.

Here is some helpful information and advice for getting training manuals (TRAMANS) and nonresident training courses (NRTC's). We'll also tell you about two promising prototypes NETPDTC has underway: (1) Print-on-demand (POD) delivery of TRAMANS/NRTC's and (2) electronic TRAMANS (ETMs).

TRAMAN ordering and receiving

NETPDTC has already improved communications with the fleet (NETPDTC home page, e-mail, bulletin board, *Link* and *All Hands* articles, etc.) and is experimenting with improved delivery formats (interactive electronic TRAMANS and modular TRAMANS) and logistics (POD). A clear understanding of how the system works can make all the difference for you getting what you need when you need it.

At most commands, the Educational Services Office is your gateway for ordering, receiving, grading, and recording the scores of your courses. Here's how the system should work:

After TRAMANS are developed, most are sent to commercial printers for printing. After printing, the products are shipped to the Navy Inventory Control Point (NAVICP) warehouse at Mechanicsburg, PA, where they are stocked awaiting your requisitions. TRAMANS are generally ordered by the ESO or supply department by using MILSTRIP requisitions. The MILSTRIP requisition is sent to

the NAVICP in electronic format by one of the means listed below.

Using the catalog of nonresident training courses (NAVEDTRA 12061) to order TRAMANS

The catalog gives you an up-to-date listing of courses and gives ordering details. The catalog can be found at your ESO or command admin office. Be sure to check for the catalog update. First, find the publication you want to order in Part 1 of the catalog (items are listed alphabetically), or by referring to the List of Products by NAVEDTRA Number or the List of Products by Title/Subject. Note the Navy stock number (SN) and the per order quantity restriction for each product. Then, follow these instructions:

1. Order by Stock Number (SN) using MILSTRIP requisition format from Naval Inventory Control Point (NAVICP) Routing Indicator Code (RIC) = NFZ

2. MILSTRIP Requisition Transmission Methods:

- a. Via AUTODIN to the Defense Automatic Addressing System Office (DAASO) using communication routing indicator (COMMRI) RUC1ZZA.

- b. Via message format to the Defense Automatic Addressing System (DAAS), Dayton OH using COMMRI RUEOZNA.

- c. Via SALTS. MILSTRIP requisitions must be in ASCII format.

- d. Via Navy Pubs and Forms Bulletin Board:

- (1) Requisition submission and supply news: DSN 442-0186, commercial (215) 697-0186.

- (2) Requisition status (past 45 days): DSN 442-1427, commercial (215) 697-1427.

- e. Via diskette or floppy disk using an IBM compatible MILSTRIP generation program which is available from NAVICP.

3. For assistance at NAVICP:

- a. AUTODIN: DSN 442-4067, commercial (215) 697-4067.

- b. PUBS and FORMS HOT LINE (0700-1600 EST): DSN 442-2626, commercial (215) 697-2626/5628.

- c. SALTS, Bulletin Board, or IBM compatible program: DSN 442-1488, commercial (215) 697-1488.

Tips for the ESO

ESOs are key personnel in making the system work. Here are a few tips:

- Anticipate your command's needs. Place orders as far in advance as possible.

- Make sure your MILSTRIP requisition is accurate. Double check all fields. Remember: GARBAGE IN - GARBAGE OUT! Use the MILSTRIP Handbook!

- Use the fastest and most direct means available to transmit MILSTRIP requisitions.

- Have a feel for about how long it should take an order to arrive. The more distant a command from the warehouse, the longer it takes for the order to arrive; large orders take longer than small orders; deployed commands should expect some delay in receiving orders.

- Track all MILSTRIP requisitions to make sure each order is filled. Commands with a successful track record in obtaining TRAMANS on a timely basis employ a sound requisition and tracking system

Prototypes For The Future

NETPDTC has several initiatives underway to improve both

Continued on page 8

Revised sea-shore tour lengths

When appropriate, projected rotation dates (PRDs) will be adjusted automatically based on length of tour remaining. For example, the closer the PRD, the smaller the change. This process commenced January 1997. Sailors with PRDs of October 1997, or earlier, will not be affected. Those with PRDs of November 1997 or later will be notified of

adjustments via their chain of command.		
	Sea/Shore	Sea/Shore
	Current.....	Revised
ABCM.....	36/36	48/36
ABECS	39/36	48/36
AMHC.....	36/36	45/36
AMSC	36/36	45/36
AMS1	42/36	45/36
ET3/SN ...	48/36	60/36
EWCM	36/48	42/36
EWCS.....	36/36	42/36
EW.....	36/36	42/36
EW1	48/36	50/36
EW2	60/36	54/36
EW3/SN ..	60/36	54/36
FT2	48/36	54/36
ISCM	36/36	42/36
ISCS.....	36/36	42/36

ISC	36/36	42/36
IS1	36/36	42/36
IS2	36/36	42/36
JOCM.....	36/60	42/60
JOCS.....	36/60	42/60
JOC.....	36/60	42/60
JO1	36/48	48/54
JO2	39/36	42/42
JO3/SN ..	60/36	48/48
MM2(SS)..	48/36	54/36
MS2(SS)..	48/36	54/36
NC1.....	42/36	48/36
OS3/SN..	48/36	60/36
PHCM.....	36/36	42/42
PHCS.....	36/36	42/45
PHC.....	36/36	42/48

Continued on page 9

Joint TAD Ops offer opportunity for adventure, sometimes special pay

Looking for a career broadening adventure? Here is the opportunity to participate in and contribute to real world operations. PERS-462 is charged with coordinating TAD support for Joint Operations around the world.

TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. Tax free income, other special pays, and special recognition are often part of these assignments.

PERS-462 currently supports assignments to Operations Joint Guard in Europe and Southern Watch in Saudi Arabia. The following rates/special skills are sought: YNs, PNs, OSs, ISs (especially NECs 3922, 3923, and 3924), RMs, SKs, DPs, DSs,

CTAs, JOs, JDISS operators, and JMICS operators. Paygrade requirements range from E4 to E8 and are assignment dependent. New assignments become available monthly and are assigned 60 to 120 days prior to the report date.

For more information please contact RMCS(SS) Olson at DSN 223-1200 or commercial (703)693-1200. You may fax to us at DSN 225-5780 or commercial (703)695-5780 or e-mail us at: p4622@bupers.navy.mil

When communicating with us include your name, SSN, rate, NEC, command, DSN and commercial phone numbers and e-mail address (home or work) if you have one, any special qualifications that you have (i.e., languages, etc.), and the time period you would be available.

Overseas screening – continued from page 4

which they are accustomed. Although increased compensation, housing and other living expenses are generally more costly on the local economy. If a Sailor and family are returned early from an overseas assignment because of financial unsuitability, it causes a reduction in

command readiness, and a substantial increased cost for the Navy. Personal hardship, embarrassment, and disillusionment can result for the Navy family. You must ensure that a Sailor's financial stability and responsibility are carefully evaluated as well as the other important elements of overseas screening process outlined in OPNAV 1300.14B."

Overseas assignments can be challenging, but may also be among the most rewarding and exciting tours you can experience. Help to keep the fun in it. The overseas screening program is designed to help identify those Sailors and families who may not be good candidates for a near term tour overseas. Educating yourself may save you and your family some unwanted hardship.

HYT what it is, and what it isn't

It has been two years in this job now and an issue that many command master chiefs always ask me about is the high year tenure policy. As many of you already know high year tenure for master chief's is 30 years. To go beyond that requires a waiver to the Bureau.

Understand that I as the detailer am not the final authority on an approval or disapproval of an HYT request. In fact I am the guy who tries to find you a job.

Usually that is the hardest job I have tried to fill and in some cases a job that has been gapped for sometime. Negotiation for a CMC job in Norfolk, San Diego, Mayport or Pac Northwest is almost nonexistent. Negotiation is not part of the policy. The policy in effect today is if you place a request for HYT, say for three years, and it is approved you will wake up one morning and go to work and find

out that you have a set of orders to a frigate in Yokosuka, Japan.

A HYT waiver is to go where the Navy needs you to go not where you want to go. I know this sounds a little harsh but it is reality. Fleet manning at the CMC level is of the utmost importance. These are orders you receive to execute, not invitations that can be turned down. So before you decide you want to go past 30 please take a few of these recommendations into consideration .

1. You must be worldwide assignable and pass overseas screening.

2. You must be physically fit and within body fat and PRT standards. No PRT waivers.

3. Talk it over with your family and weigh the issues.

4. Get endorsements from your fleet or force master chief.

5. Ensure your request is signed by your C.O. and that it has the C.O.'s strongest possible endorsement.

6. Think it over and over and over before you commit.

There you have it. If you have any questions please give me a call.

*BMCM(SW) Robert J. Dobler
Command Master Chief Detailer*

TRAMANS – continued from page 6

the efficiency of our distribution system and the inherent quality of our courses. Here are two that may change the way all TRAMANS are developed and distributed:

- Regional Print-on-Demand Delivery of TRAMANS. In January 1996, CNET approved a cooperative NETPDTC/Defense Automated Printing Service (DAPS) regional Print-on-Demand (POD) prototype. The goal was to efficiently print and deliver orders directly to the ordering command, significantly shortening delivery time. In the experiment, orders from commands in Jacksonville, Mayport, Kings Bay, and Orlando areas were routed through the normal supply channels, but printing was completed at the site nearest the command.

What are the results thus far? Turnaround time on orders

has been significantly improved. Is there a downside? Yes – reordering and unexpected ordering behavior drives costs up.

The challenge? Get costs down so we can service the customer better.

A pilot program on USS Kitty Hawk proved that, given the appropriate printing equipment and TRAMAN database, she could print on board, thus eliminating situations wherein TRAMANS could not be delivered for whatever reason. In addition, she may be able to aid others in the task group. Other large ships have since expressed interest in this method of on board printing. In these cases, the normal ordering process is not meant to be replaced, it is just assisted when necessary.

Who wins? The Sailor who gets what he or she needs, no matter what.

- Interactive Electronic TRAMANS (ETMs). NETPDTC

has several electronic versions of TRAMANS in development. The Navy Electricity and Electronics Training Series (NEETS) ETMs are currently being prototyped. Initial response of junior and senior personnel has been very positive. Feedback very definitely indicates that interactive, color graphics, animations, and video sequences are preferred over two-column text with black and white line figures that we all know so well. A very promising prototype! Currently, NETPDTC is converting 16 other TRAMANS into ETMs.

What's next? The next step is to develop electronic interactivity required to make a true "interactive course." This is a major redesign of the current TRAMANS, hopefully one that will result in high quality interactive courseware. We're working on it and we'll keep you informed.

Uniform board notes

We have good news concerning access to the Uniform Regulations Manual. The BUPERS Home Page will soon be expanding its capabilities to provide information now available only on the BUPERS CD ROM. Soon the information will also be available on the Internet. We hope to introduce the July CD by making it available nationwide.

'Uncover!' women too

When conducting personnel inspections and the order is given to uncover, remember, this also applies to your female Sailors. If the command intent is to inspect hair to ensure compliance with regulations, both men and women should be treated equally and uncover for viewing. Arguments of "uncovering will mess up my hair," or "we didn't uncover in boot camp" are not acceptable reasons for treating your Sailors differently.

Stencil, insignia placement standardized

We have completed standardizing the placement of all dungaree stencils and insignia. The rule is simple -- "think approximately 1/4 inch". The bottom of the letter on the stencil is approximately 1/4" above the **right** pocket on the dungaree shirt, trousers, and old style jacket pocket. An earned insignia is approximately 1/4" above the name on the shirt only. For those wearing cammies the rule is the same -- 1/4 inch.

Question of the month

Why does the Navy allow men to shave their heads, but not women?

Baldness is a natural occurring genetic condition in men, but is generally a short term medical condition in women. Many men disguise hair loss by shaving the head in the same manner as some women use hair dye to disguise graying. Therefore, women shaving their head continues to be viewed as faddish, and shaving into their natural hairline is prohibited.

Flight jacket patches

The number of patches on brown leather jackets, green flight jackets, and flight suits is NOT under the control of the Navy Uniform Board. There is currently no single policy guidance on this issue, and the responsibility for issuing guidance rests with the issuing command.

Tasteful tattoos

No policy currently exists on the wear of tattoos other than prohibiting those which depict drug use. As a guideline for counseling your Sailors, however, keep the following in mind:

- Tattoos above the neck line could create a permanently unprofessional appearance. This could result in the Sailor not being recommended for advancement or retention in the Navy.
- Tattoos visible on arms or legs which the command views as being unprofessional or which are viewed as bringing discredit upon the Navy could result Sailors being directed to wear long sleeved uniforms, or required wearing of slacks for women in uniform.

GMCM(SW) Phillip R. Montgomery
Navy Uniform Matters Office PERS-333

Sea-shore lengths - Continued from page 7

	Current	Revised
PH1	48/36	48/48
PH2	48/36	42/42
PH3/AN...	60/36	54/45
PNCM	36/48	42/60
PNCS.....	36/48	42/60
PNC.....	36/48	48/60
PN1	36/48	42/54
PN2	36/42	42/54
PN3/SN ...	60/36	60/42
RPCM	36/36	42/48
RPCS.....	36/36	42/48
RPC.....	36/36	42/48
RP1	36/36	42/48

RP2	36/36	42/42
RP3/SN ...	48/36	45/48
SHCM.....	36/36	42/36
SHCS	36/36	42/36
SHC	36/36	48/36
SH1	48/36	54/36
STS2	48/36	54/36
TM2(SS)...	48/36	54/36
YNCM	36/48	42/60
YNCS.....	36/48	42/60
YNC.....	36/48	42/60
YN1	36/48	42/60
YN2	36/48	42/60
YN3/SN ...	45/36	42/48

CTs - CT rotation is established as "OUTUS" and "CONUS" tours,

vice sea and shore. Nominal tour length is 36 months. Billet vacancies or NEC requirements may necessitate deviation from this rotation.

	Current	Revised
	OUTUS ..	OUTUS
	CONUS ..	CONUS
CTICM	1/1	1/2
CTMC	1/1	1/2
CTRCM....	1/1	1/2
CTT2	1/1	2/1

PQS facts

- The Navy's PQS inventory was reduced by 35 percent as result of changes made in the OPNAV instruction. At the end of 1996, a total of 301 PQSs were effective.

- Model Managers were assigned for every PQS, and more responsibility placed on the fleet.

- All Preliminary PQSs are placed on the NETPDTC bulletin board service (BBS) for all fleet users to download and review. In the past, preliminary PQSs mailed to and reviewed by a few select commands .

- A PQS homepage (<http://www.cnet.navy.mil/netpdtc/pqsdev>) was created. This page is an on-line catalog of all active PQSs and is updated regularly. No PQS books can be downloaded from this page.

- All PQS products with a monthly usage of 10 or less have been eliminated from the supply warehouses. Future revisions of these and other low usage books will no longer be printed. Besides the monetary savings, this is the beginning of a paperless environment. Automatic distribution of PQS products to the fleet has been stopped and been replaced with a new standard message format informing the fleet of new PQS products available.

- The NETPDTC BBS logged on approximately 550 new users since July 1996. The total number of users is now close to 1,400.

- The PQS CD-ROM contains text files of all active PQS books in Word Perfect 5.1 format. Any word processing program that can import Word Perfect 5.1 files can be used to view the books.

- Some of the older PQS books have not been digitized and are only available in hard copy.

- All PQSs are being converted to HTML format. The FY97 PQS CD-ROM will contain a text browser to allow viewing PQS in this new format.

- NETPDTC does not stock PQS documents or the CD-ROM. Order must be placed in MILSTRIP format using the Navy Stock Number from: RIC=NFZ or Naval Inventory Control Point (NAVICP). For assistance with ordering, consult the PQS catalog.

Standards, answer books on CD-ROM

Over 400 electronic files of PQS standards and answer books are on the now CD-ROM. It is distributed semiannually utilizing the Standard Navy Dis-

tribution Listing (SNDL). The CD-ROM is not as current and up-to-date as the BBS. ,

The most up-to-date PQS files available 24 hours a day, 7 days a week, 365 days a year. The system also contains a data bank of the most current BIBS and PARS for all ratings. This is not the Internet. It is a separate entity to download files only. It contains compressed files (zipped) for quick transfer. The BBS system can handle modem baud rates Up to 28,800 bps. The phone numbers are DSN 922-1394 /1820 or commercial (904) 4521394/1820. Anyone can access the BBS. First time users need to call the system, answer all the questions, and set up their own account with their personal password. First time users can browse the whole system, but are limited to downloading PQS files with the prefix ".exs", Preliminary PQS, and BIBS and PARS only. In order to download PQS files with the prefix .exa (for answerbooks) or .exl ("For Official Use Only" and FODO), an upgrade by the system manager is required. An upgrade form can be found in file area 2. This file contains all the information necessary for an upgrade.

With the PQS manager's access, any file of interest can be downloaded from the systems.

Streamlines Automated Logistics Transmission System (SALTS)

All of our electronic PQS files are available from SALTS. Almost every command has access. These files are not as up-to-date as those on the BBS. The books do cost money to download while the ship is at sea, but do not cost if downloaded in-port. To access our files first select (5) System Maintenance Programs at the main menu, next (4) Request Files From SALTS, then (4) NETPMSA PQS Files. Yes, we still are called NETPMSA on SALTS.

The PQS Development Group wants, to ensure our shipmates are informed of the access and availability of our products and the products of NETPDTC. This whole program is written by Sailors for Sailors and we intend to always support that.

To contact the PQS Development Group call one of the following phone numbers.

Aviation Branch DSN 922-1035, commercial (904) 452-1035

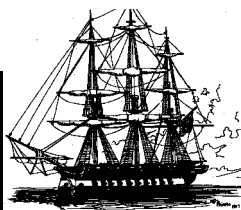
Combat Branch DSN 922-1702, commercial (904) 452-1702

Engineering Branch DSN 922-1402, commercial (904) 452-1402

e-mail mmc-
martin.wolff@net.pmsa.cnet.navy.mil

Submitted by NETPDTC, Pensacola

Special Programs



NATO, joint duty offers challenge, unique opportunities

Are you looking for a tour that is unique and challenging? Consider a NATO or joint command for your next assignment where you will have the opportunity to work with members from other services and foreign military members from around the world.

The largest percentage of billets at these special activities are for the YN, RM, ET, and SK ratings (paygrades E3 through E7). A few requirements do exist, however, for a variety of the other ratings and NECs. The majority of the commands are in the United States and Europe (Type 1,3,5 and 6).

Before applying for assignment to a MAAGs/ Mission, Military Group, NATO command, or duty on a joint staff you should work with your command career counselor to determine if you are eligible. ENLTRANSMAN chapter 9.60 lists the screening requirements which must be met.

For assignment to NATO or joint duty, contact your detailer and ask to be released to special programs for NATO or joint duty. You may also submit a 1306 to Shore Special Programs (PERS-4010) via your detailer requesting NATO or joint duty. For more information, contact your command career counselor.

As I finish my tour as the NATO/joint detailer, I'd like to thank you for the pleasure of serving as your detailer, placement coordinator, and general advice line. Also, I must not forget my counterparts in the fleet, the Navy counselors, admin staffs, and the manpower shops worldwide who we at BUPERS work closely with on a daily basis to make everything work smoothly. My replacement has not yet been named, however, I'm confident that he or she will be a valuable asset and representative to the shore special programs staff and to the NATO/joint staffs worldwide.

YN2 (SW/AW) David Gow
NATO/Joint Detailer
PERS-4010G

Top 10 "A" school assignment questions

Most undesignated Sailors know about the career-enhancing opportunities offered by "A" schools. Many have questions about the nuts and bolts of how to get to an "A" school. Here are the answers to the most frequently asked questions.

1. Is the school I want available?

Availability for particular "A" schools fluctuates daily, as we process requests and assign the available quotas. It is almost impossible to tell you whether the school will be available when we receive your request. However, the current CREO listing is a good guide because, generally, the lower the manning, the more school quotas we have available. Administrative rating schools tend to fill quickly, but we usually have quotas for highly technical programs like AECF, some aviation ratings, submarine ratings, and some

cryptology ratings. You can, of course, request any rating for which you qualify, but be realistic and include alternate choices.

2. What do I need to include in my "A" school request?

Check chapter 7 of the Enlisted Transfer Manual (NAVPERS 15909F) for all the required information. Some key items are school choices and desired dates, ASVAB scores, signatures, eval marks (with trait average and promotion recommendation, blocks 40, 45, & 46). If you need a waiver for anything, include a justification (see ch 7.02).

For HM and DT requests, we also need an endorsement from your command about whether there are any drug or alcohol incidents in your record and copies of your evals.

For CT and IS requests, we need a copy of the SF 86 (security clearance form, use the original to

start the clearance if you are selected), and an SSO endorsement. See ch 7.071 and 7.17 for more requirements which need to be documented in your request.

For MAA requests, we need the items required by OPNAVINST 1440.1C. If you've been to NJP, we need a copy of the documentation from your service record.

If the school you want is very competitive, it will help you to have included the record of any OJT or courses completed. These documents or any information that cannot be included in the comments section of the request should be forwarded to PERS 4010S (under separate cover for ENCORE requests or attached to the 1306).

3. When do I send a 1306 request and when do I request via the ENCORE system?

Continued on page 14

Ready for a ticket punch? Request a tour in D.C.

Wanted: Motivated Sailors for assignment to Washington D.C.

There are more shore billets located in the Washington D.C. area than anywhere else in the Navy.

If you can make the cut, you could be assigned to commands such as Naval Support Facility, Thurmont (Camp David), White House Military Office, Joint Chiefs of Staff, State Department, On-Site Inspection Agency, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS, CNRC or Washington Headquarters to name just a few. Additionally, several of these commands such as BUPERS and CNRC will be moving from Washington D.C. to Naval Support Ac-

tivity, Memphis, TN (formerly NATTC Memphis) in 1998 and require motivated Sailors willing to make the transition.

Requirements for Washington D.C. assignment

Be a volunteer, have a sharp record with top notch evaluations, possess skills in dealing with people, meet Navy Physical Readiness Standards, and be screened in accordance with ENLTRANSMAN chapter 9.60. It helps to possess or be eligible for high level security clearances, have earned a warfare pin, and have served at sea. Ratings most often needed are YN, PN, RM, DP, CTA, CTM, CE, BU, UT, PH, JO, OS, IS, and SK. Occasionally, opportunities become available for other ratings as well.

Interested? Here's how you start the process. First, contact your detailer when you're in the nine month detailing window. Ask to be released to PERS-4010F for Washington D.C. or NSA Memphis placement. Then contact PERS-4010F to discuss screening and assignments. It's just that simple. To make it even easier, don't bother with the phone. Contact us directly using e-mail. There's never a busy signal and it gives us an opportunity to staff your request and return an answer, often in the same day.

PNC(AW) Kevin McHugh

YN1(SS) Felix Rivera

Major Washington Staffs

Headquarters Activities

PERS-4010F

PERS-4010F1

Great Lakes seeks female role models

Recruit Training Command (RTC) Great Lakes is looking for professional Navy women who desire to excel and be plank owners of the future Navy. Female role models are needed to provide guidance to our future Navy Sailors.

If you are a professional, highly motivated, physically fit, self-starter ready for a chance to demonstrate your leadership skills, then you should request orders for Recruit Division Commander duty at RTC Great Lakes. Our mission is to provide the highest quality training for the next generation of Sailors. We are committed to setting and maintaining the

highest standards of professionalism, self-discipline and personal integrity.

Recruit division commander duty is not for everyone. It requires outstanding leadership skills, the ability to lead physical fitness training on a daily basis, top notch expertise and a lot of flexibility. If you have the courage to join our dynamic team of professionals, you will be a part of history in the making. You will find recruit division commander duty to be one of the most career enhancing job opportunities available to any Sailor.

If you believe this challenge is for you, contact your command career counselor, or call me at DSN 223-1908, commercial (703) 693-1908.

MMCS(SW) Joseph Slater

RTC Detailer

PERS-4010D

Having trouble contacting special programs detailers?

Tired of getting a busy signal, voice mail or being told that a detailer's voice mailbox is full when you try to phone the special programs detailers?

If you're looking for general information on special programs, billet availability, or a status on orders, the best way to reach the detailer is via e-mail. All detailers have e-mail accounts and you can

send a message to the detailer 24 hours a day. Most career counselors have access to a PC with a modem and can contact detailers from your command or if you have a PC you can contact us from home.

Your e-mail will be received and answered by a detailer, usually within 24-48 hours. Using e-mail for routine matters will free

up the phone lines for when you need to contact the detailer with a time-critical or emergency issue.

Look for the detailers' e-mail addresses in the directory section of *Link*. It's the wave of the future and the easiest way to contact detailers from sea or shore.

PNC(SW/AW) Rodney Norton

Brig/CCU/NACU Detailer

PERS-4010D1

Surface new construction and LCAC programs in good hands

Countless new construction ships and thousands of PCS orders later, the time has come to pass the torch on to a new section head. I'd like to take this opportunity to introduce my relief, OSC(SW) Richard Cass, who will be taking the watch in April of 1997.

Those of you serving on Bath Maine DDGs already know Chief Cass as your detailer. A plankowner from USS *Vicksburg* (CG-69), Chief Cass is well versed in the ways of new construction programs and will undoubtedly continue to provide exceptional service to the fleet as the section head of surface new construction.

As I depart the Bureau, I'd like to first thank all the outstanding professionals who strive to "match the needs of the Sailors with the needs of the Navy," my fellow detailers. This group of dedicated Sailors deserves our utmost respect. They really do "listen, care and try to say Yes".

Secondly, I'd like to thank all the Sailors who have stepped up to the plate to take on the difficult task of putting new warships to sea. They will always have the unique distinction as plankowners of their ship, something they can proudly carry with them throughout their careers.

And last but not least, I'd like to thank the all LCAC Sailors out there. The "Amphibious Warriors" of Assault Craft Unit FOUR and FIVE, as well as the full mission trainers and support units, carry the fight to the beach and beyond with unmatched professionalism. Fair winds and following seas to all of you.

My next duty station is with the winning team of USS *Ramage* (DDG 61) in Norfolk, VA as the ship's AEGIS combat system maintenance supervisor. See you all in the fleet!

FCC(SW) R. Peterson
Section Head and LCAC Detailer
Surface New Construction
PERS-409C

Cream of the crop: flag mess, public quarters

Are you proud of your superior performance record and advanced culinary skills? Accept the challenge of a rewarding flag mess or public quarters assignment by submitting an Enlisted Personnel Action Request (NAVPERS 1306/7) requesting flag mess duty.

Submit your request 8-10 months prior to your PRD to allow for the required flag screening. Your request should include a favorable endorsement from your commanding officer and copies of your performance evaluations for the previous 36 months.

Flag messes are located in London, Hawaii, Italy, Newport, Washington D.C., Maryland, Norfolk, Pensacola, and San Diego.

Flag mess personnel must be volunteers who are released from their rating detailer for assignment to special programs. For more information refer to ENLTRANSMAN Chapter 9.48 and SECNAVINST 1306.2. You can contact me directly at commercial: (703) 695-2981, DSN: 225-2981 or E-mail: p4010f2@bupers.navy.mil.

MSC(SW) Doug Marsh
Flag/PQMS Detailer
PERS-4010F2

**Stay ahead, stay informed
on the BUPERS Home Page**
<http://www.navy.mil/homepages/bupers>

Your journey began with a Navy recruiter

Navy recruiting has unlimited opportunities for career minded, motivated second class, first class, chief and senior chief petty officers to fill challenging positions within the Navy Recruiting Command.

Opportunities unique to recruiting include promotion via the Recruiter Meritorious Advancement Program. Under this program, 15 recruiters were advanced to chief petty officer and 152 recruiters were advanced to petty officer first class during the past year.

In addition to the increased advancement opportunities, sea duty credit is available for successful completion of a 36 month tour in selected Navy Recruiting Districts (NRD New York = 24 months; NRD Buffalo, NRD Philadelphia, NRD Pittsburgh, NRD Chicago, NRD Michigan = 18 months; NRD New England, NRD Columbus, NRD Indianapolis, NRD Los Angeles = 12 months).

All recruiters are guaranteed choice of coast assignment upon successful completion of a full 36 month tour (in accordance with

provisions of Enlisted Transfer Manual Chapter 11).

Call BMC(SW) Edwards or PNC(SW) Mendoza, for current availabilities within Navy Recruiting Command and information on recruiting duty. To volunteer for recruiting duty, visit your command career counselor to submit an Enlisted Personnel Action Request (NAVPERS 1306/7) or call your rating detailee.

PNC(SW) Danilo Mendoza
E5 Recruiter Detailee
PERS-4010C2

'A' School – continued from page 11

If you are an undesignated Sailor within one year of your EAOS, you need to request your "A" school as part of your ENCORE reenlistment request. If you do not fall into that category, use a 1306.

4. What can I do to improve my chances of getting to go to "A" school?

First, you need to make sure you are qualified for the school you request. Talk to your career counselor. Check for ASVAB, physical, and other requirements. After meeting the requirements, the most important thing you can do is perform your current job well. Good performance reflected by solid marks on your evals is the first thing we consider when we look at your request. Next, we look at any endorsement from your command. Your package is stronger if you have done courses or OJT for the rating or have some related education or experience.

5. What can I do if I'm not qualified for the "A" school I want?

If you don't meet the ASVAB score requirements for your school, you have three options. You can request a waiver of a few points for most ratings and include a justification of the waiver in your package. If you miss the ASVAB score by more than a few points, you can take some functional courses and retake the ASVAB test (see MILPERSMAN 1440260). You can also request to attend the "A" school via the JOBS program. This program provides you the additional training you need to successfully complete the "A" school (see OPNAVINST 1514.b for more details).

6. Can I come back to my current command after school?

If you want to return, ask your command to request a "returnable quota." In this case, you attend the school TAD, funded by your command, and return to fill a billet in your new rate. Returnable quotas are

available only for schools less than 20 weeks long. If your school lasts 20 weeks or more, you are entitled to a PCS move to the school, so you cannot attend TAD. BUPERS-funded quotas are also available for you to attend shorter schools as part of a PCS move.

7. How do I request a returnable quota?

You may specify on your 1306 that the request is for a returnable quota. If operational requirements preclude sending a 1306, your command may send a message containing all the information required for a 1306 request. If you are in the ENCORE window, your command may indicate in the "CO's Comments" section that a returnable quota is desired. In any case, please indicate whether you want a BUPERS-funded quota if a returnable quota is not available.

8. Can I take an advancement exam after I submit my request?

If you have an "A" school request pending, you may only take the exam for that rating (see MILPERSMAN 2230220). Conversely, if you submit a request while your rating exam results are pending, we will consider you for the same rating.

9. I am already designated. Can I attend an "A" school?

While undesignated Sailors get top priority for "A" school quotas, designated Sailors who believe they need formal training may attend if there are enough available quotas. Designated Sailors within one year of EAOS must have reenlistment approval before sending their 1306 "A" school requests.

10. Whom should I ask if I have a question about my request or "A" schools in general?

It's best to talk to your career counselor first. If he or she can't answer your question, you can contact us in PERS-4010S.

LT Veronica M. Robertson
Rating Assignment Officer, "A" Schools
PERS-4010S

EO – 'E' for effort counts in packages

Since my first day on the job I have been overwhelmed with the large number of rating conversion packages that we receive from Sailors requesting entry into Seabee ratings.

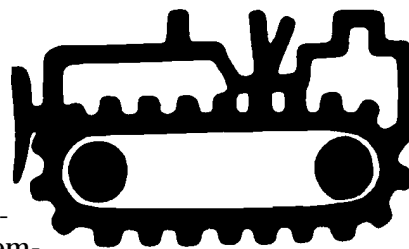
Both CM and EO are CREO 1 (undermanned) ratings so the majority of packages that we see are for these two ratings. Seabee manning is in pretty good shape, however there are some ratings that are severely overmanned. The folks in these overmanned ratings try to become Seabees for a variety of reasons, such as being denied to opportunity to reenlist in their current rating, improved advancement opportunities, and some just want to be part of the "Green Machine."

Because there are a limited number of "A" school seats available, we work hard at picking only

the most qualified candidates. Therefore, it is important that the packages that are submitted with enough information on the service member to allow us to make a sound decision.

A "good" package would include copies of the individual's three most recent evaluations, proof of Seabee correspondence courses completed, proof of prior construction experience, up-to-date ASVAB scores, and a strong recommendation from the service member's chain of command. During the review process, we often call the service member's command, so an accurate phone number would also be very helpful. Contact your command career counselors if you require further guidance. Good luck to those who apply.

EO1(SCW) Walter Hoskyns
EO/CM E6 and below Assistant Detailer
PERS 401CF1



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Naval Mobile Construction Battalion 7 (NMCB-7) Seabees from Gulf port, MI work on a 7-1/2 mile road near Port-au-Prince, Haiti. (Photo by Pfc Tracey L. Hall-Leahy)

Wanted: Seabee detailers

Four of the current Seabee detailers will transfer in the summer of 1998, upon the relocation of BUPERS to Millington, TN.

As a result, we are seeking qualified candidates to serve the NCF in this extremely important capacity. In accordance with the current BUPERS relocation plans, it is anticipated that these new detailers will report directly to Millington in the March or April 1998 time frame.

Interested Seabees should consider the following selection criteria and make their desires known to their rating detailer:

- Within the PRD window for transfer (-3/+4 months)
- E6 or above and have warfare pin
- Currently serving in a battalion (NMCB or ACB), be aggressive, energetic, and present a sharp military appearance
- Above average marks for the past five evaluation periods
- No record of court martial or NJP within the last 24 months;

No letters of indebtedness within the last 36 months

- Indications of above average ability for clerical/administrative tasking
- Screened by your commanding officer
- Meet the height/weight standards as set forth in OP-NAVINST 6110.1
- Must be able to perform honestly, fairly, and effectively in a high pressure environment and maintain a professional demeanor in communications with seniors, contemporaries, and subordinates throughout the Navy.

The Seabee detailers, rating assignment officer, and branch head will conduct a microfiche review of applicants and forward a list of three to five nominees to the

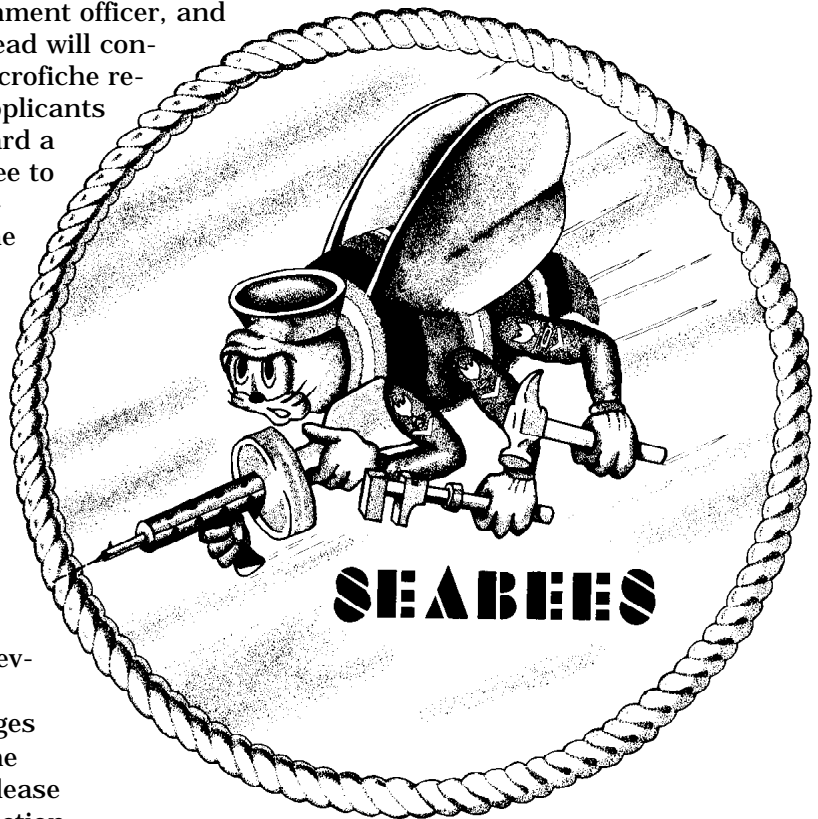
Director, Enlisted Assignment Division (PERS-40). This list will include a ranking of the nominees and a summarized version of distinguishable service or factors which led to each member's nomination. Upon PERS-40's approval of nominees for the detailer billet, a screening letter will be forwarded to the commanding officer of each candidate. Completed CO's reviews for all nominees are forwarded to PERS-40 to complete selection process. Good Luck!

UTC (SCW) Shawn Milligan
UT/CE/MUSE E6 and below detailer
PERS-401CD

No changes to Seabee sea-shore rotation

Rumors have been on the street for the past several months concerning upcoming changes to Seabee sea/shore rotations. At one time changes were being looked at, but as of this printing the Seabees sea/shore rotation hasn't changed. Please keep in mind that sea/shore rotation is a reflection of the billet file. If we lose shore duty billets through outsourcing, etc., it is inevitable that adjustments will have to be made to lengthen sea duty tours.

Finally, at the beginning of fiscal year 1998 (October '97), the Commander, Naval Special Warfare Command will stand up two new Combat Service Support Teams (CSSTs). The teams will provide forward logistic and combat service support to



SEAL and Special Boat units. For additional information, please refer to the "Put In For My Outfit" section of this issue of *Link*.

UCCM(SCW) John R. Thomas
Seabee E8 / E9 Detailer
PERS -401CC

EO – 'E' for effort counts in packages

Since my first day on the job I have been overwhelmed with the large number of rating conversion packages that we receive from Sailors requesting entry into Seabee ratings.

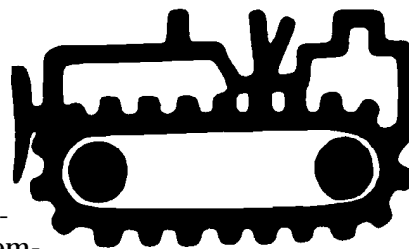
Both CM and EO are CREO 1 (undermanned) ratings so the majority of packages that we see are for these two ratings. Seabee manning is in pretty good shape, however there are some ratings that are severely overmanned. The folks in these overmanned ratings try to become Seabees for a variety of reasons, such as being denied to opportunity to reenlist in their current rating, improved advancement opportunities, and some just want to be part of the "Green Machine."

Because there are a limited number of "A" school seats available, we work hard at picking only

the most qualified candidates. Therefore, it is important that the packages that are submitted with enough information on the service member to allow us to make a sound decision.

A "good" package would include copies of the individual's three most recent evaluations, proof of Seabee correspondence courses completed, proof of prior construction experience, up-to-date ASVAB scores, and a strong recommendation from the service member's chain of command. During the review process, we often call the service member's command, so an accurate phone number would also be very helpful. Contact your command career counselors if you require further guidance. Good luck to those who apply.

EO1(SCW) Walter Hoskyns
EO/CM E6 and below Assistant Detailer
PERS 401CF1



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Naval Mobile Construction Battalion 7 (NMCB-7) Seabees from Gulf port, MI work on a 7-1/2 mile road near Port-au-Prince, Haiti. (Photo by Pfc Tracey L. Hall-Leahy)



EOD, SEAL, Divers & SWCC

From the rating assignment officer

Our best recruiting tool is you

I am really pleased to be your new rating assignment officer and look forward to working with all of you for the next couple of years. As I kick the mud off my boots and put my rifle away, I find myself in a new kind of special warfare, to ensure that I serve all of you the best I possibly can to keep your careers on track.

I recently visited the west coast SEAL, EOD and diving commands and saw the great things ev-

Fleet Divers – Billets up, manning down ... recruit!

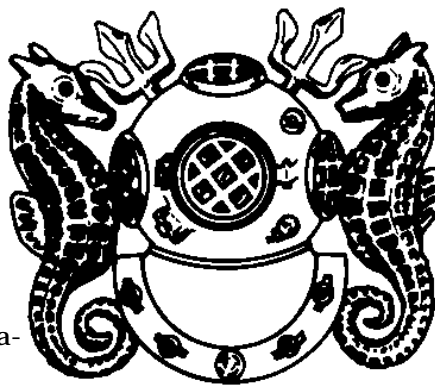
During the past few years we have seen dramatic changes in the Navy and within the diving community. Rightsizing took a good bite out of the available sea-going commands. At the beginning of this decade we had several dozen ships on which divers were billeted. We are down to eight now and facing the possibility that more of those could go away.

Every ship decommissioned equates to a loss of several Navy diver billets.

Fortunately, several other commands have reorganized and added billets. We haven't gained one billet for every one lost from decommissioned ships, but we have been doing exceptionally well and are still gaining. Although they may not be exactly where you want to go, we have plenty of jobs at sea and ashore for all diver NECs. Commands with recent gains include SIMA,

Ingleside, DSU at San Diego and MDSU1 (shore-side) at Pearl Harbor. There are some other increases still in the paperwork phase.

A natural result of this increased number of billets is an overall reduction in manning until the training pipeline can produce enough divers to catch up. We are doing all we can from this end to make up the shortages. Manning for first and second class divers is declining at a rate which exceeds what is being produced by the training pipeline. As a result, second class divers due for rotation can plan on moving to their next duty station via



first class diver training. Exceptions to this will be considered on a case by case basis. Also, no divers will be released to other communities except as a reenlistment incentive (as always, exceptions will be considered).

What we really need now is a substantial recruiting effort. That means recruiting from within our community for first class and saturation diver candidates as well as from the deckplates for second class diver candidates.

Put on your recruiter hat and go out and get the people we want to work alongside. If we don't do it, there's always "Divefair" again. Who can recruit what we need, you or a non-diver recruiter? The answer is you.

MMCM(MDV) Dennis Wiley
Fleet Diver Detailer
PERS-401DC

everyone is doing. I am looking forward to seeing everyone on the East coast in the near future.

PERS-401D is getting an additional SEAL detailer to serve the teams better. That detailer should be in BUPERS and cleared hot around May letting BMCS Williams concentrate on in-service recruiting.

The SEAL, EOD, fleet diver, and SWCC communities all need qualified, motivated individuals to fill vacant school quotas. Get out and recruit. Take an active part in recruiting for the community. Each of you are the best recruiting tools that we have representing our great communities. When you tag out a ship for a dive, assigned TAD for training, on deployment or even just walking around "the creek or the strand" and that fleet Sailor asks you about your job, take the extra time to point him in the right direction. Be proactive!

Again, it is a pleasure to be in BUPERS to serve all of you. Be sure to stop by if you are in the Washington, DC area.

LCDR Steve Grzeszczak
Rating Assignment Officer
PERS-401D

How homebasing affects your career plans

With all the discussion and articles about homebasing and new detailing initiatives I wanted to take the time to explain how it affects your career planning.

Our community was homebasing when I finished BUD/S. For the last 18 months I have been briefing on where our billets are, prescribed sea/shore rotations

and professional development considerations. Being able to stay in one fleet concentration area for the majority of your career hasn't changed. Keeping balance between coasts can only happen by filling equitably at places like NAVSPECWARCOM and NAVSPECWARCEN for example.

Keeping SEAL teams ready, strong

You should be looking out nine months from your present PRD to decide what is the next step in your career. Submit a 1306/7 with three choices and I will try to give you what you want – if it is available. I look at what is best for the community, your current command and you. When you negotiate a set of orders with me in good faith, expect to follow through with them.

Keep track of your career. Ask for career ideas through your chief, career counselor, or command master chief. If you get within four months of your PRD and I have not heard from you, I will be forced to write orders without your input. This is not the way I'd like to see you go to your next duty station, so be proactive and call me.

SEAL manning is continuing to decline because of two key reasons: our retention goals are not being met and the BUD/S classes are not being filled to capacity because we are having trouble finding Sailors who meet the entrance standards.

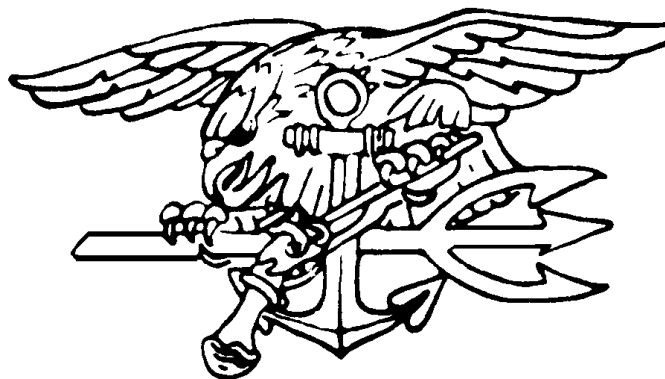
We need to keep experienced operators in our teams. Take the time to counsel your teammate if he is contemplating getting out of the Navy. Remind him of the positive things he has done for his platoon and team, all the exciting high risk evolutions he will miss as a civilian and, most importantly, of the camaraderie he won't find anywhere else.

Second, you need to actively recruit all qualified and interested personnel with a desire to meet the toughest challenge they have ever faced. If you have any questions contact BMCM Bender, DSN 577-3641/COMM 619-437-3641 on the west coast or SMC Adkins, DSN 864-4128/COMM 804-363-4128, on the East Coast.

Plan for your career path instructor/shore tour, overseas, and a major staff tour when you reach the senior levels. The knowledge and experience gained will help us integrate into current and future joint armed forces peace keeping endeavors.

Talk with the senior enlisted personnel at your command about your career path. Keep us informed of your desires. Also, please keep in mind that SPECWAR manning must stay in balance.

ENCM Greg Philpot
SEAL E7 to E9 Detailer
PERS-401DE



The SEAL, EOD, diver and SWCC communities are comprised of aggressive, top notch, dedicated Navy personnel who want an exciting, diverse and multifaceted career. Each of these communities are constantly looking for new shipmates.

If you have any questions while putting your package together do not hesitate to call us at DSN 224-1091 or commercial (703) 614-1091. We can work off of a good copy of your package, so keep your originals (especially the medical forms). The training programs are set up to select applicants from certain source ratings. If you are in a non-source rate, don't worry, you have up to one year after graduation to change your rate. I challenge all qualified personnel to submit a package for the community you desire. Remember, if you do not ask - you will never know.

BMCS (SEAL/EOD/SW/SS) Mike Williams
SEAL Detailer E6 and below
In-service Recruiter for SEAL/EOD/Diver/SWCC
PERS-401DE1

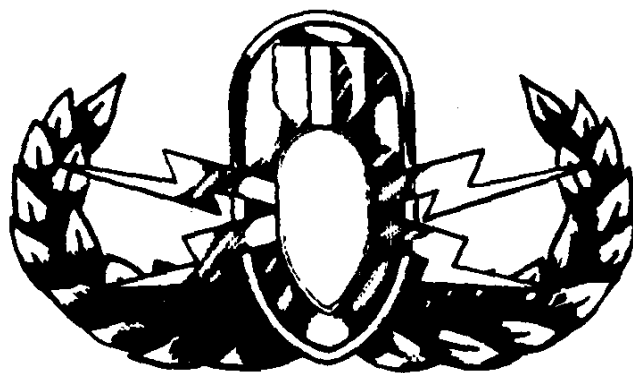
HT1/DV Richard Scott
Schools Coordinator
PERS-401DH

EOD – West Coast, East Coast ... decisions, decisions

In my daily conversations with constituents, the question always seems to pop up - "which coast should I go to?" I can tell you that from this detailer's perspective, it makes no difference.

Both coasts have overseas opportunities, mobile units, and a wide variety of shore duty requirements that have to be met. In addition, they both have attributes which make them attractive to different individuals.

The first and most important aspect, from a detailer point of view, is the overall balance of manning between the two coasts. The last few years we have had a noticeable imbalance between the East and West Coasts brought on, primarily, by the realignment and or closure of specific units. To rectify this problem I have been detailing the majority of EOD basic graduates to the West Coast. Unfortunately this is a slow process, but with the increasing number of requests for assignment to West Coast mobile units we hope to see much improved balance in the not to distant future. Remember, a member assigned to a specific coast for sea duty can expect to do the full five year tour on that coast before any attempt at switching coasts will be considered.



Right now our community is in an intense state of flux. We have several major units preparing to, or investigating the possibilities of, shifting locations. EOD school is moving down to Eglin, Florida, EOD TEU One is possibly moving to the San Diego area, and EOD Mobile Unit Eleven is also possibly moving to the San Diego area. Last but not least the detailers are moving to Millington, TN. When all is said and done, EOD technicians should have some very interesting locations to consider when selecting a new home.

*TMC (EOD) George R. Torres
EOD Detailer
PERS 401DF*

Special warfare combatant crewmembers needed

Are you looking for increased authority and responsibility? Would you like to be part of an elite group of professionals? Do you enjoy being physically fit? If you answered yes to these three questions then I have a deal for you.

The special warfare combatant crewmember (SWCC) community is looking for motivated, hard charging, physically fit E4s and E5s.

We have billets available in Little Creek, San Diego, New Orleans, and Panama. Combatant crewmembers (CC) operate in coastal and riverine environments. Some of the special war-

fare combatant craft that combatant crewmembers operate are the Mk V special operations craft, rigid hull inflatable boats, patrol boat riverine, mini armored troop carrier, and light patrol boats.

Training begins at the Naval Special Warfare Center in Coronado, CA. where volunteers go through nine weeks of SWCC basic training. Training includes navigation, weapons, communications, engineering, seamanship, first aid, and physical fitness. Upon completion of SWCC Basic, members are assigned to special boat units and they then begin advanced train-

ing and pre-deployment work ups.

So, if are you within 12 months of your planned rotation date and would like to try something new and challenging, talk to your command career counselor and look up the application procedures in the Naval Military Personnel Manual under article 1410385. If you are qualified, you could be moving on to a new exciting life and career in the Navy.

Good luck! God, Country and Fast Boats!

*BMCS(SW/CC) Sam Brown
SWCC Detailer
PERS-401DI*

Link Online –
<http://www.navy.mil/homepages/bupers>

MM – Ask for 'C' school *before* orders are written

I often have Sailors who negotiate for orders without asking for a “C” school. Then, several weeks later, that same Sailor will call back asking for a “C” school. Unfortunately, if the billet does not have an NEC requirement, training funds and the additional delay in reporting to your ultimate duty station are not authorized.

When you call the detailer to negotiate for orders and you want a “C” school, ask for the school up front. If you wait until after your orders are written, the chance of getting a school is limited.

There are no more accelerated advancements for the STAR program through any MM “C” schools. However, we may be able to guarantee a “C” school as a reenlistment incentive. Please review chapter 8 of the Enlisted Transfer Manual. For more information on reenlistment incentives contact your command career counselor.

The following is a list of MM “C” schools along with a brief description and requirements:

- **Boiler repair tech (NEC 4502)** Approximately 30 days. You must be an E5 or above and have successfully completed either the main propulsion maintenance course or the engineering maintenance principles course. Locations: San Diego, Norfolk.
- **General regulator console board operator (NEC 4533)** Approximately 16 days. You must be an E4 or above and have had some console board experience. Location: San Diego, Norfolk.
- **General regulator maintenance tech (NEC**

4513) Approximately 54 days. You must be an E4 or above with console board experience and possess either NEC 4533 or NEC 4532. Location: San Diego, Norfolk.

- **Liquid oxygen/liquid nitrogen generation tech (NEC 4283)** Approximately 138 days. You must be an E3 or above with combined ASVAB scores for arithmetic reasoning (AR) + word knowledge (WK) of 105 or above. Location: Portsmouth.

- **Main propulsion maintenance (NEC 4204)** Approximately 120 days. You must be an E4 or above. Location: San Diego, Norfolk.

- **Air conditioning/refrigeration tech (NEC 4291)** Approximately 68 days. You must be an E3 or above. Location: San Diego, Norfolk.

- **UNREP equipment mechanic (NEC 4295)** Approximately 47 days. You must be an E3 or above. (Not available before July 97) Location: Little Creek.

- **Cargo weapons elevator maintenance tech (NEC 4296)** Approximately 33 days. You must be an E4 or above. Location: Great Lakes.

- **Senior enlisted propulsion engineering course (NEC 4206)** Approximately 30 days. You must be an E7 or above. Location: Great Lakes.

- **Steam generating plant inspector (NEC 4503)** Approximately 30 days. You must be an E7 or above, and satisfy the requirements outlined in OPNAV 9221.1B. Contact your detailer for more information. Location: San Diego.

If you want to attend a “C” school but are not eligible for PCS orders because you’re not in the PRD window, your command may request a TAD quota from PERS-402CF. Approval for TAD quotas will depend on class availability, NEC manning at your current command, and your current NEC. TAD quotas are more readily available at the end of a fiscal year. Please feel free to call me concerning any “C” school questions after first consulting your command career counselor.

MMC(SW) Michael LeBeau
E5/“C” School Detailer
PERS-402CF2

DC – Gapped CPO billets at sea

Due to the limited number of PRD rollers in FY97, there are gapped CPO billets at sea in our rating. If you are within 18 months of your shore duty PRD and would like to return to sea early, contact your detailer as soon as possible to negotiate orders.

DCC (SW) Elizabeth Hamme
DC Detailer E1 - E5 & A School
PERS-402DI2

GS – Filling critical CPO billets at sea

Many chiefs on sea duty have been asking “When is my relief arriving and will we have a turnover?” The answer lies inside the CPO placement program and a new detailing procedure.

CPO placement is a detailing “QA” process in which the detailers negotiate and write orders for chief petty officers, minimizing billet gaps at sea. The detailer works with the placement officer at EPMAC to ensure a good

match between the chief and the billet. We are trying to give all chiefs time for turnover at sea. If the planned rotation dates of the incumbent and relief do not provide time for turnover, the detailer and placement officer will work to minimize the gap by extending the incumbent and/or accelerating the arrival of the relief.

For khaki on shore duty, who have completed 24 months ashore, you are eligible to be

rolled early to sea by BUPERS to fill critical, open sea duty billets. The option of transfer to the fleet reserve will be available for all personnel who qualify for transfer to the fleet reserve, and choose not to return to sea.

These detailing procedures have been implemented to fill many open sea duty billets.

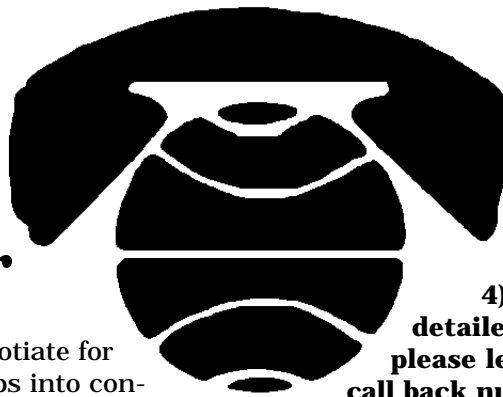
GSCS(SW) Roger Nadeau
Leading Gas Turbine Detailer
PERS-402CG

IC – Four steps to negotiating with detailer

Before you contact your detailer to negotiate for new orders please take the following tips into consideration:

1) Be prepared to make a decision. Many times the detailers become tied up with a “fishing expedition.” Tough decisions are made easier by talking to your command career counselor and chain of command before you make the phone call.

2) Be realistic. Most IC sea and shore billets are located at fleet concentration areas (FCAs). The vast majority of these billets require a specific NEC. The IC rate has one of the largest inventories of NECs in the fleet.



3) Get your warfare pin. The first question the special programs detailer asks is: “Does the candidate have a warfare pin?” If the answer is no, then the process is immediately halted.

4) When calling your detailer and leaving voice mail please leave your SSN and a good call back number. We will make every attempt to call you back as soon as possible.

Remember that your desires must be balanced by the needs of the Navy. Fleet readiness will always be the overriding factor. The Navy means shipboard duty and we are in a sea-intensive rating. Practice professionalism every day and keep up the great job!

ICCS(SW) James G. Stark
E6 - E8 IC Detailer
PERS-402DC

Navy-Marine Corps Relief Society

*In a pinch ...
who you
gonna call?*

If you need emergency financial help, contact your nearest Navy-Marine Corps Relief Society. The Society is located aboard major Navy and Marine Corps installations.

They are a nonprofit organization who can provide interest-free loans, grants, or combinations of loans or grants for:

- Emergency transportation
- Funerals
- Medical or dental bills (patient's share)

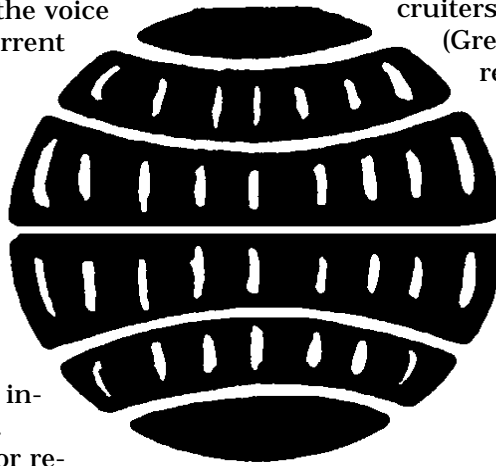
- Food, rent or mortgage and utilities
- Disaster assistance
- Personal needs when pay is delayed
- Essential vehicle repairs

The Navy-Marine Corps Relief Society also offers budget counseling, operates Thrift Shops, issues newborn layettes (“Junior Seabags”), coordinates with civilian aid organizations, and a variety of other services.

EM – Phones, voice mail service

For those of you who “always get the voice mail” message, have faith. Our current phone system enables callers to leave messages so that we can return your calls. Additionally, if numbers provided are heavily used by your command, expect that return calls from us will be limited due to that number being busy. We can certainly feel your frustrations of not being able to talk to us right away. Remember, other avenues for communication include e-mail and BUPERS Access.

There is a continuous need for re-



cruiters and recruit division commanders (Great Lakes). These are excellent, career enhancing billets. If interested, let us know.

Lastly, look out for each other and take care. We look forward to talking with you when you get inside your nine-month detailing window.

EMCM(SW) Rogelio Loyola
Senior EM Detailer
PERS-402CD

MR, IM, OM, PM, ML – Hails, farewells, and the latest info

Hello, I'm MRC(SW) Burns, the new IM/OM/PM/ML and senior MR detailer. I would like to say farewell to IMCS(SW) Brown and wish him well in his new endeavors. It is also my pleasure to welcome aboard MRC(SW) Harris coming from the USS *L.Y. Spear*. He will be detailing MR E1 through E5 and C schools.

PM, ML disestablishment

As completion of the rate disestablishment draws closer we are seeing more and more con-

version packages. That's the good news, the bad news is that individuals are submitting them with only one rating choice requested. It is to your benefit to request CREO 1 or 2 ratings and give yourself a few choices. If you only ask for one and are turned down it adds to your frustration level and the time required to request another rating. Remember, the deadline is 1 October 1997.

IM, OM disestablishment?

At this writing there is still

no official word on the disestablishment of the IM/OM ratings. The only thing I can tell you as of now is plan for the future, work on your conversion packages if you wish but be aware that until we have official word, we must continue to detail you as your current rates require.

Finally ...

Remember, the advancement exams are just around the corner, the best thing you can do for yourself is hit the books and study hard. We look forward to serving you in the future

MRC(SW) Shawn Burns
PERS-402DE

MRC(SW) Francis Harris
PERS-402DE1

MR/IM/OM/ML/PM Detailers

Goals

- Some people dream of worthy accomplishments, while others stay awake and do them.
- You seldom hit anything unless you aim at it.
- Few people make a deliberate choice between good and evil; the choice is

between what we what we do and what we ought to do.

- Failure is not necessarily missing the target, but aiming too low.
- Most people would rather look backward at than forward because it's easier to remember where you've been than to figure out where you're going.

HT – Take the anxiety out of negotiating

Quite often, HTs express frustration and dissatisfaction following a telephone conversation with their detailer. Due to the large volume of calls and messages, especially on new requisition dates, conversations must be short and to the point. Before you pick up the phone ask yourself the following questions:

- 1) Am I within my nine-month detailing window (nine months from PRD)?
- 2) When is my PRD? EAOS?
- 3) What type of orders do I want?
- 4) Can I go to special programs?
- 5) New construction?
- 6) Have I completed the prescribed sea or shore time needed for my rank?

All of these are very important questions that you should know the answers to before calling your detailer. The more information you have, the better prepared you are to help your detailer find you an assignment when and where you like.

Here are a few suggestions to make negotiating your next set of orders easier.

First, talk to your command career counselor about your career intentions, have some idea about what you would like to do, and where you might like to be stationed. The detailers will normally do their best to work with you based upon what billets are open during your transfer window.

Second, verify your command's EDVR to ensure that your PRD is correct. You should begin contacting your detailer when you are within nine months of your PRD. The more time you give us to work with, the more time we have to find you a new assignment you prefer.

Third, if you are an overseas caller, please let the switchboard operator know the moment your call is answered. A lot of our calls from OUTUS get preempted and this will help reduce the chances of you being cut off.

Finally, if your call is transferred to either voice mail or the answering machine, please leave a

message with your SSN and phone number so we can call you back.

HTCS (SW) Gary Warner
Senior HT Detailer
PERS-402DF

What's your rotation?

	Sea.....	Shore
	(In months)	
E7-E9	36	36
E6	48	36
E4-E5	60	36

EN – Minimizing gaps of khaki at sea

Khaki who have completed 24 months of shore duty are eligible to be rolled early to sea by BUPERS to fill critical, open sea duty billets. Transfer to the fleet reserve will be available for all personnel who qualify and choose not to return to sea. The following criteria will be used:

- 1) Personnel who have been on shore duty the longest, will be the first to receive orders.
- 2) Orders will be issued in support of home basing in a particular geographic area whenever possible.
- 3) Orders will be issued so as to minimize PCS expenses

whenever possible.

The overall goal of this detailing procedure is to minimize billet gaps in senior engineman khaki at sea, in support of the greatest Navy in the world.

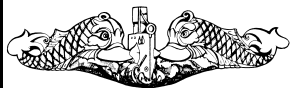
ENC(SW) Scott Sheldon
EN Detailer
PERS-402DG3

Benefits of quitting begin right away

- 20 minutes after your last cigarette your blood pressure and pulse drop to normal.
- Eight hours later carbon-monoxide level in blood drops to normal, oxygen level in blood increases to normal.

- Twenty four hours later your chances of heart attack decreases.
- Forty eight hours later your nerve endings start regrowing, your ability to taste and smell improves
- Within a year, your circulation improves, cilia regrows in lungs, risk of coronary heart disease is half that of a smoker.

The time to quit is now.



From the branch head

Sub nonnuclear manning to increase

Over the past 12 months, we have brought large numbers of Sailors into our nonnuclear ratings. Our training pipelines are full and will remain so well into the foreseeable future. Over the next few months, class graduations in all of the nonnuclear submarine ratings will create an influx of junior Sailors as they report to the fleet.

The good news is that manning will increase in our undermanned ratings. Sailors will be able to serve their prescribed sea tour (PST) and look for-

ward to a well deserved shore tour. There will also be more flexibility in negotiating for orders. The submarine rating assignment officers here will maintain the big picture for each ship to ensure the amount of turnover is maintained equitably between all submarines to avoid unnecessary turbulence. Don't hesitate to contact us with your concerns.

Most new Sailors are being trained as operators and not maintenance technicians. It behooves those of you who are already qualified to take these new Sailors under your wing and teach them how to properly perform preventative and corrective maintenance. Experienced submariners will be setting the bar for them to clear. They will see how you do your work and follow your example. Set the right standard for your new shipmates. They are your legacy to the force and the experience that you leave behind when departing your ship.

I encourage suggestions from the fleet on how we at BUPERS can better serve you. Feel free to contact me at your convenience.

LCDR McDonnell

Assistant Branch Head, Enlisted Submarine/Nuclear Power

PERS-403B/221J1

MT - Keeping up with the changes

I would like to thank those who attended the Occupational Standards Review (OSR) and the Submarine Integrated Technical Training Review (SITTR) for the missile technician rating. These conferences were held in Kings Bay, GA, in the summer and fall of 1996.

The OSR is held every three years to ensure the validity of job skills associated with each pay-grade in our rating. SITTRs are convened to validate training requirements against occupational standards.

The importance of this process cannot be overemphasized. All activities associated with submarine manning and training attended these meetings to respond to fleet desires and to propose changes which will ultimately affect training.

Several factors over the past few years have had a significant impact on our rating. Among these factors are recent changes

in technology and equipment hardware, and the 1993 MT/FTB rating merger. The 1996 reviews were the first since this rating merger. If you are not aware of the changes that have resulted from the OSR, see NAVPERS 18068-55B.

Some standards were consolidated to remove duplication and others were made more specific. Additionally, any significant training issues, such as increased emphasis on procedural compliance in all training phases, were proposed at the SITTR. Changes to the training pipelines as well as conversion courses were also pro-

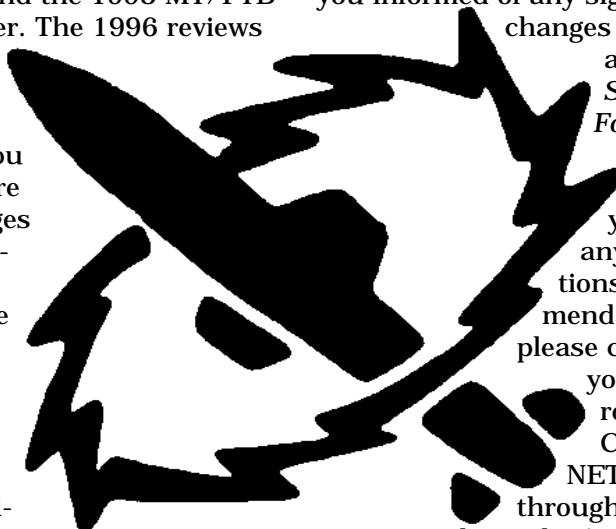
posed. I will continue to keep you informed of any significant changes via *Link*

and the *Submarine Force News-letter*.

If you have any questions or recommendations please contact your squadron, group, CNET, or NETPMSA

through the appropriate channels. As always, I am happy to field any questions and discuss recommendations.

MTC(SS) Scott Wohlgamuth
MT(SS) Detailer
PERS-403DE



MM(SS) – Welcome aboard former TMs

Welcome all former submarine TMs into the newly merged MM(SS) rating. Remember, this merger did not change the need for weapons-trained crewmen on board submarines.

By now, all former torpedoman should have complied with NAVADMIN 263/96 concerning the rating merger to machinist's mate. If you have not complied with this NAVADMIN, and you are a former torpedoman, E5 or below, who has

By now, all former torpedoman should have complied with NAVADMIN 263/96 concerning the rating merger to machinist's mate.

completed "A" school, you need to submit a NAVPERS 1221/1 requesting NEC 4233.

I am often asked whether or not auxiliary machinist mate shore billets are available to weapons-trained MMs. Most of you are still needed to fill former

torpedoman billets. You should consider attending "C" School, which is still available, and seek subsequent assignment to a weapons IMA in Pearl Harbor or

Yorktown, VA.

Your command career counselor can ensure that you are qualified for jobs that you might desire. Take full advantage of the resources available at your command.

MMC(SS) Steve Roberts
MM(SS) Weapons Detailer
PERS-403DF

FT – Advanced maintainer course on line

I have relieved FTC(SS) Crane as the FT detailer and am looking forward to serving all of you in the FT community. My goal as your detailer is to serve each of you, manning the FT community and meeting the needs of the Navy.

The new advanced maintainer pipeline for second tour FTs is now in place. This new journeyman pipeline includes system maintenance, VLS com-

bined maintenance, advanced employment tactics, and information systems administrator (ISA) training.

The advanced maintainer pipeline is designed to align second tour training with the new basic maintainer pipeline and the master FT courses. Implementing the ISA course meets the needs of the fleet as LAN systems are being installed on all submarines. This combined training will provide the submarine force with more technically trained and knowledgeable fire control technicians.

I look forward to working with all of you in the future.

FTC(SS) Robert Emry
FT Detailer
PERS-403DG

SWS ET – Future bright, but challenges remain

This is my final *Link* article as your detailer before I return to the fleet. I have been privileged to lead our community during one of the most dynamic periods in SWS ET history.

The ET, IC, QM, RM rate management action evolved and we have drawn down from approximately 140 percent total manning to 105 percent. As SWS ETs, we should be proud. Our Sailors lead the submarine force as some of the most flexible, diverse, and competent in the world. SWS ETs have played a vital role in ET rating merger. In the critical transition period, we have stepped up and filled in for shortages in other ET specialities.

The future certainly looks bright, but everyone should continue to expect some real challenges. Although we are diversifying and cross qualifying as a function of the rate consolidation, top priority must

be placed on remaining solidly proficient in SWS skills and continuing to flawlessly manage Trident NAVCENTERS. SWS ETs are vital members of the strategic deterrence team and are charged with the responsibility of preserving peace for our nation. While the future promises more challenges for our community, the role of SWS ETs on board Trident submarines will never diminish. Your professionalism is, and will always be, in high demand.

Finally, I wish ETCS Jeff Innes much success as my relief. The privilege to be a detailer is an awesome responsibility. The most satisfying aspect of my tour was making the difference in the lives of our Sailors and their families.

ETC(SS) Tim Kilpatrick
SWS ET Detailer
PERS-403DC

STS – Advanced sonar training seats available

What will I learn in STS “C” school? This is one of many questions asked when someone considers attending advanced sonar training.

STS “C” schools consist of two parts. First, the advanced maintenance portion, where you break systems down to the schematics and chase computer logic paths for about six months.

The second part is advanced sonar employment (ASE). ASE is advanced operations training which combines the old SSSA curriculum and advanced sonar operator courses. This portion also lasts six months.

Adding the two together produces a full year of highly technical training. Tentative dates for

the FY98 “C” schools are available for scheduling at all training locations. Give us a call if your PRD is in 1998 and you are interested in attending one of these courses.

Releasing STS personnel for out-of-rate assignment in areas such as physical security and recruiting continues to be difficult. There are critical sonar-specific billets that must be filled, such as instructor duty at NAVSUBSCOL, New London.

In the past, only experienced sonar supervisor-qualified individuals were allowed to fill instructor billets because teaching the advanced maintenance courses required significant expertise. However, sonarmen who

are not qualified as sonar supervisors can still perform well at STS “A” school and as basic enlisted submarine school instructors. Instructor duty is one of the most career enhancing shore duty billets available. Please consider this when negotiating orders.

“Well Done!” to all of you who recently advanced. As the rightsizing period stabilizes, advancement will continue to improve for all paygrades up through khaki. Keep on studying!

*STSCS(SS) Rodney Franklin
STS E6-E9 Detailer
PERS-403DH*

*STSC(SS) Gil Williams
STS E1-E5 Detailer
PERS-403DL*

YN(SS) – New detailer's goals outlined

Greetings shipmates, I am YNC(SS) Kevin Barnett, I have relieved YNC(SS) Glorious as the submarine yeoman detailer. I am delighted to have been given this opportunity to manage one of the best ratings in the submarine force and the Navy. I know my experience of both fast attack, Trident life, and shore special projects will be a valuable asset in discussing your career goals.

As for my goals during this tour I intend to:

- Try my very best to provide each of us the opportunity to serve aboard an aggressive fast attack and a powerful Trident submarine. I believe this diversity will not only strengthen and unite the submarine force as a whole, but also increase your individual professional abilities.

- Alleviate the old adage “it is impossible to get a hold of my detailer” by using today’s communication technologies (i.e. e-Mail, BUPERS Access, phone, etc.) to discuss your concerns in a timely manner.

- Honestly listen to and care about your desires and concerns and try to support your request while fulfilling the needs of the Navy and the submarine force.

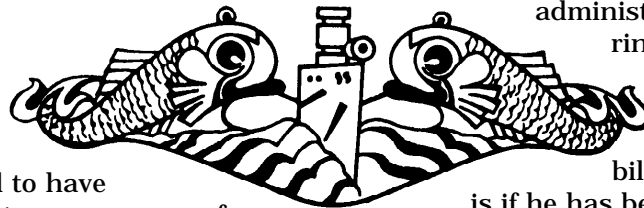
I would like to remind each of us that the existence of submarine yeoman is to provide administrative support to the submarine force whether at sea or ashore. The only time submarine yeoman should expect to be assigned to a billet other than a “FAC Z” billet

is if he has been approved for special programs and there are no higher priority submarine support billets vacant.

Knowing that the submarine force is concentrated in six homeports (Pearl Harbor, San Diego, Groton, Norfolk, Kings Bay and Bangor) chances are very likely I will offer you a billet in one of these homeports.

As we are all aware, there are manning shortfalls in Pearl Harbor, not only for YNs but all submarine related ratings. These billets are essential to the professional operation of our submarine force and must be filled. I need your support to fill those hard to fill billets.

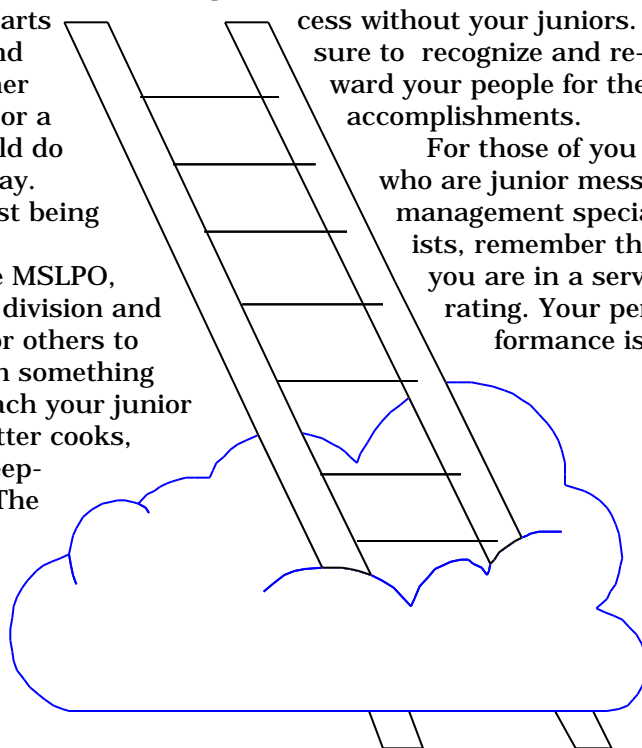
*YNC(SS) Kevin Barnett
YN(SS) Detailer
PERS-403EF*



MS(SS) – Keys to a successful career

Success always starts with hard work and dedication. Whether you are an MSSR or a MSCM, you should do your best every day. Never settle for just being average.

If you are the MSLPO, actively lead your division and set the example for others to follow. Try to learn something new each day. Teach your junior MSs how to be better cooks, bakers, record keepers, and leaders. The achievements of your people often indicate how successful you are. Always remember that you cannot be a suc-



cess without your juniors. Be sure to recognize and reward your people for their accomplishments.

For those of you who are junior mess management specialists, remember that you are in a service rating. Your performance is

not only measured by how good a meal tastes, but also by how well you treat the entire crew.

Good customer service is just the beginning. You must fully apply yourself to every aspect of being a MS. You must perform well in both the jobs you enjoy and the less desirable, routine tasks.

Prepare yourself for advancement by performing at the level of the next highest pay-grade. I truly believe that if you can do the job of the person senior to you, you will soon be advanced to that level.

Remember that every day is a test, so always give it your all.

MSC(SS) Al Aumack

MS(SS) Detailer

PERS-403EG

SK(SS) – More competition requires better planning

Effective career management is more important than ever. Intense competition for advancement from E4 through E9 is a reality felt by all in the submarine storekeeper rating. Despite this, our proven performers continue to advance at a steady pace and we continue to send highly qualified SKs to officer programs. Who are these top performers? They are the individuals who go to the more demanding jobs where they are needed the most.

Plan your career to be competitive for that next chevron, anchor, special assignment, or officer program. Here are a few suggestions:

- Continue seeking more demanding duties and assignments.
- Demonstrate responsibility through collateral duties.
- Qualify COW/DOOW.
- Think education/self improvement.
- Remember, high-caliber performance will pave your way to success in the Navy.
- Talk to your LPO, COB, CCC, and detailer about your plans. These people are great sources of information and help. Expect insightful answers that will help you to be more honest with yourself about your priorities and provide guidance which will help you make the hard decisions.

SKC(SS) Del Phillips

SK(SS) Detailer

PERS-403EJ

Good to know

Quality is ...

- Providing what the customer needs, wants, and expects the first time, and every time, with minimum variance.
- What the customer deserves.

- Not the job of someone else, it's the job of every everyone
- Not "just a job", it is the only job.
- Not a destination, but a direction; it is a never-ending improvement in your job, my job, in everything we do.

ETS(SS) – The future looks bright

First of all, let's extend a farewell to two of our detailers - ETCM(SS) O'Connor and ETCS(SS) Witherell.

Master Chief

O'Connor is now command master chief of Naval Submarine Base Kings Bay, GA.

Senior Chief

Witherell is on his way to USS *Maryland* (SSBN 738) (Gold) as chief of the boat.

We also welcome aboard their reliefs. The new 14QM/COB detailer, ETCM(SS) Nemeth, from USS *Key West* (SSN 722).

The new 14RM detailer, ETC(SS) Bryan, reported to us from USS *Albany* (SSN 753).

RF division manning is expected to improve dramatically beginning in April 1997. After this date, 14RO classes will graduate regularly and junior ra-

dio operators will be assigned to submarines where they are badly needed. As usual, we will give top priority to deployers and distribute the remaining 14RO graduates to submarines with the greatest shortfalls.

As these new 14ROs report to their submarines, senior technically-qualified ET personnel must take them under their wing and emphasize the importance of on-the-job training. The task of

of the evolution. Sacrificing training for speed may appear efficient in the short term, but can adversely affect the junior ET's career and the readiness of the submarine force in the future. Remember, when you become the chief, the individuals you were training as operators will be your technicians.

Another note on training - the 14RM detailer is now quota control for the EHF Operator

Course at Naval Submarine School. If you need EHF trained operators, just send a message to the detailer requesting quotas and class conven-

ing dates that fit your schedule. Funding for this training is obtained via your squadron or TYCOM.

ETCM(SS) James Nemeth
14QM/COB Detailer
PERS-403EH

ETC(SS) Brien Hines
14ET Detailer
PERS-403EC

ETC(SS) Curtis Huddleston
14IC Detailer
PERS-403EK

ETC(SS) Mark Witherell
14RM Detailer
PERS-403ED
P403D/E

***Remember, when you become the chief,
the individuals you were training as
operators will be your technicians***

familiarizing our new Sailors with this aspect of their rate lies with the ET divisions in the fleet. This initial exposure to maintenance is critical. The technical expertise of a second term ET graduating from the maintenance pipeline will be directly proportional to the onboard training he received as a junior 14RO, 14NO, or 14TO.

When performing preventive or corrective maintenance, experienced Sailors should be training the new operators in every facet

CNO Special Projects seeks volunteers

Special Projects is comprised of organizations involved with the research, development, test, and evaluation of classified ocean engineering systems under the cognizance of the Chief of Naval Operations.

Only volunteers are assigned to Special Projects. So, if you're interested, apply early. BUPERS projects billet vacancies 18 months out due to SSBI processing time. All Special Projects personnel must complete an SSBI adjudicated to SCI. SSBI processing time can take up to 18 months.

To volunteer for Special Projects, submit a NAVPERS 1306/7 to your detailer requesting to be released to Special Projects.

Once released, a CNO personnel security specialist will interview the applicant and screen his or her service and medical records. Once selected, an SSBI will be initiated by Special Projects.

Even though Special Projects works in such a large assignment window, orders will not be issued until the selectee is in the normal detailing window.

Almost all Special Projects activities are Type 2 sea duty, with USS *Parche* (SSN 683) drawing sea pay and collecting TOSS.

Despite current billet vacancies, the competition for these assignments is tough. Your professionalism, leadership and dedication as reflected in your performance evaluations and NAVPERS 1306/7 endorsement are the primary selection criteria. If you're a "Hot Runner" and want to try something different, consider applying for Special Projects.

YNC(SS) Kevan Van Fleet
CNO Special Projects Detailer
PERS-403CC

Surface nuclear EM, ET – Thinking shore duty? Think instructor

Shore duty eligible? Not a day goes by that I don't get a call about the prospects of getting an assignment at an IMA or NRMD.

The present manning levels at these sites are greater than 100 percent through FY97. If homebasing has priority for you and your family, and a move

would be too painful to endure, extending your time at sea may be the best option. If shore duty is your highest priority, I remind you that the Navy's top shore need for nuclear-trained Sailors is instructor duty.

Occasionally I have an opportunity to assign a surface

nuclear operator to a billet that is usually reserved for a member of the submarine community. I presently have some of these assignments for electricians seeking shore duty in Hawaii.

Finally shipmates, whatever professional option is career enhancing, whatever qualification is due and attainable, if it in any way will get you an instructor assignment, just do it.

ET1(SW/AW) Harold Robinson
Surface Nuclear EM/ET E6 & below
Detailer
PERS-403CK

Nuclear sub CPOs – Hail and farewell

I've enjoyed being your detailer for the past two years. I can't thank you in the fleet enough for your support and understanding. Good luck to you all! "Whybark, departing."

MMCM(SS) Dan Whybark

"Beaty, arriving"

Hello, I'm EMCM(SS) Al Beaty, reporting from PCU SEAWOLF (SSN 21). I've relieved Master Chief Whybark as your detailer. I'm looking forward to an exciting tour and pledge to continue the same excellent service to the Fleet that my predecessor provided.

I foresee exciting times in the near future for our community. Homeport changes for many submarines coupled with the FY98 moves of Naval Nuclear Power Training Command to Charleston and BUPERS to Millington, TN, will pose challenges.

Here are a few reminders. The CMC program requires nuclear master chiefs to successfully complete a chief of the boat (COB) tour prior to applying. Many of us continue to

aggressively prepare for this role by qualifying as chief of the watch and diving officer of the watch while assigned at sea. Your initiative will pay professional dividends for both you and the Force. Keep charging!

Top quality instructors are needed at nuclear training sites. Prescribed sea tour (PST) waivers will continue to be considered, but CPO placement will be the decisive factor in establishing a transfer date from a sea assignment.

Initial manning for SSN-23 will commence around April 1998. Interested CPOs need to apply for this assignment via 1306/7 by 1 September 1997. Orders are expected to be issued in October 1997. The next initial phase of construction manning will occur sometime in the year 2000 for the NSSN.

Don't forget to communicate with me early to discuss all your potential career options. Take advantage of BUPERS Access and my Internet e-mail address, p403cd@bupers.navy.mil.

EMCM(SS) Al Beaty
Nuclear Submarine Detailer
PERS-403CD

ODU offers college credits for school grads

Old Dominion University will award Naval Nuclear Power School graduates 42 of the required 131 semester credit hours towards a Bachelor of Sci-

ence in Engineering Technology/ Nuclear Engineering Technology Emphasis.

The program, which offers a combination of televised and live classes, is designed to be flexible and offers students a choice of evening, day, and weekend classes. By taking three courses a semester, the degree program can be completed in approxi-

mately three years. For additional information, please call the University's Engineering Technology Department at (757)683-3765.

MMC(SW) Ed Ford
Surface Nuclear MM/ELT E6 & below
Detailer
PERS-403CR

Submarine MM (Aux) E6-E9 – CPO board preps

Congratulations to those selected for advancement to senior and master chief petty officer. Your selection is evidence of your continued “sustained superior performance.” For those of you competing for advancement to chief petty officer, here are a few questions to ponder:

- Have you ordered a microfiche copy of your service record for review?
- Is everything in your microfiche up-to-date and in the proper order?
- Is your performance summary record (PSR) correct and up-to-date?
- Have errors and missing documents been identified for the submission of a corrections package?

The selection board reviews folders on each candidate consisting of the microfiche record, a PSR, and correspondence that has been received by the board prior to convening. Your correspondence with the president of the selection board is the only way to ensure that error corrections and missing documents are received for consideration by the board.

Correspondence to the selection board may only be submitted by the candidate. The exception to this is for specific accomplishments and awards that you may receive after you have submitted your package. In addition to errors and missing documents, your package should contain anything you feel is important for the board to consider, including page 4s and 9s from your current enlistment which do not duplicate information currently contained in your microfiche. Consult BUPERINST 1430.16D, Appendix J for specific guidance on selection board correspondence, and request a copy of your microfiche. Requests for microfiche records should be mailed to:

**Bureau of Naval Personnel
PERS-313D
Navy Department
Washington, D.C. 20370-3130**

*MMCS(SS) John A. Walker
MM(AUX) E6-E9 Detailer
PERS-403CM*

Submarine nuclear ET – New rating exam due

Congratulations to all those ET1s who are CPO board-eligible this year.

Effective with the September 1998 exam cycle, we expect to have our own nuclear ET rating exam.

For those who haven't heard, NAVADMIN 215/96 announced the establishment of nuclear subcommunities in the ET, EM, and MM ratings. Although we currently compete only against other nuclear-trained ETs for advancement quotas, we take the same advancement exam as our non-nuclear counterparts.

By establishing separate subcommunities, we are working toward separate rating exams which will focus on skills specifically required of nuclear-trained Sailors.

We're still looking for top-notch ETs to put in for nuclear instructor duty at Nuclear Field “A” School (NFAS) and the Nuclear Power Training Units (NPTU). We usually have openings which allow us to offer prescribed sea tour (PST) waivers for this challenging and career-enhancing duty. Currently the PST waiver is 24 months for NPTU and 12 months for NFAS and NPS. As you know, NFAS and NPS will soon move to Charleston, with the majority of the staff instructors moving during the summer of 1998.

On another note, I'm currently looking for my own relief. Any ET1 currently on sea duty who will have completed his 60 months PST by May 1998 should consider applying. It's challenging, rewarding duty

where you can have a direct impact on both our community and the broader nuclear community. My relief will report to Millington, TN, the new home of BUPERS, just outside Memphis. If you are interested, give me a call.

Finally, be sure to check out the BUPERS Homepage (<http://www.navy.mil/homepages/bupers>). You can access the Submarine/Nuclear Power Assignment Branch PERS-403 from there, and even e-mail your detailer.

If you have any questions, please call. I can be reached at DSN 223-1446, commercial (703) 693-1446 (collect), via the Internet at P403CE@bupers.navy.mil, or via BUPERS ACCESS.

*ET1(SS) Don Walker
Submarine Nuclear ET E6 and below
Detailer
PERS-403CE*

Submarine nuclear EM – Reenlistment options

An important and frequently asked question is, “When is the best time to reenlist?” Only you can answer this difficult question. Here is some information about reenlistment programs which could help you make your decision.

Selective Training and Reenlistment (STAR)

This program is outlined in MILPERSMAN Article 1060020. Fulfillment of a STAR “C” school guarantee can be made if the member completes a school after reenlisting STAR while temporarily assigned away from his command.

Not all school quotas are controlled by the Bureau. Generally, members will only be ordered to those schools whose skills can be used in a follow-on assignment (i.e. RCMS, NPPO welder, NUC planner). Also under the STAR program, a member is guaranteed advancement to PO3

or PO2 if all eligibility requirements of MILPERSMAN article 1060020 are met.

Nuclear GUARD III

This program is outlined in ENLTRANSMAN Chapter 8.02. This requires a reenlistment of four or more years and guarantees a subsequent assignment.

The program may be used twice in a member’s career. The first opportunity comes at the first reenlistment or upon completion of a STAR enlistment. The second may be used at member’s discretion at any time prior to commencement of the 25th year of service.

The program guarantees duty assignments to either a ship type or homeport for sea duty, or for shore duty at a specific geographical location. GUARD III does not create billets; if billets are not available when requested, the detailer will not be able to provide a requested assignment.

School assignments

This program is outlined in ENLTRANSMAN Chapter 8.03. This program guarantees assignment to a specific school. There are factors that a detailer examines to determine if he can approve a request.

Normally if a school cannot be justified on the basis of a Sailor’s future assignments, the request will be disapproved. Another issue is the standard sea-shore rotation for a rate. If a member cannot use the requested training in a reasonable period of time, it becomes difficult to justify approval.

These are just three reenlistment options available for you. Talk to your command career counselor about these and others which make sense for you. If you have any questions on these programs, use either the ENLTRANSMAN or MILPERSMAN as a reference. Best of luck and give me a call if I can help.

EM1(SS) Steve Kersten
Submarine Nuclear EM E6 & below
Detailer
PERS-403CF

Submarine nuclear MM E6 & below – Competition, retention up

I’d like to start by welcoming my relief, MM1(SS) Christopher Ross, reporting from a very successful tour on USS *Columbus* (SSN-762), in Pearl Harbor. He has already proven to be a wealth of knowledge concerning Pearl Harbor assignments.

Next, I’d like to thank the entire submarine nuclear machinist’s mate community for your patience in coping with the changes we have gone through over the past few years. Please give Petty Officer Ross the same strong support that you have given me.

Our community manning has remained strong throughout the “rightsizing” period. The trend toward increased advancement multiples across all rates reflects increased competitiveness.

Retention is good. Our best people are staying with us and building a more experienced force to operate and maintain our ships. Keep looking ahead and setting high career goals. Your efforts will be rewarded.

Remember that it is never too early to begin planning your career. Keep your options open. Even if you plan on separating at EAOS, do everything possible to prepare for that next paygrade. Your outlook may change and you can’t afford to be behind the advancement power curve.

Thanks for a good tour as your detailer. Keep charging!

MMC(SS) Richard A. Stanfield
Submarine Nuclear E6 and Below Machinist’s Mate Detailer
PERS-403CG

Submarine ELT – Looking for strong performers

Are you looking for something different in terms of career assignments? Something really challenging? I have the billet for you – duty in Submarine NR-1.

Presently, there are openings for one ELT, one EM, and one ET billet that become available in early 1998. If you are interested in exploring the depths of the ocean, standing watch as EOOW/

EDO, earning deep submergence dolphins and you meet the following criteria, submit a 1306/7 and give me a call:

- Upper half class standings at NPS and NPTU
- Evaluation marks:
Old system: No marks below 3.8 in any category
New system: No marks below 3.0 in any category
- Qualified senior in-rate watch station, engineering watch supervisor preferred

- E5 or E6
- Approximately five to eight years of service
- Approximately three years sea experience on an operational reactor plant
- Favorable CO endorsement

Final selection of eligible candidates is performed after a series of interviews at Naval Reactors Headquarters. Selectees must serve a 36-month tour on board and are required to qualify as engineering officer of the watch, engineering duty officer. Selected crewmembers are afforded the opportunity to qualify officer of the deck.

There are real opportunities for strong performers to become leading ELTs in every submarine home port. If you are a first class petty officer and not currently serving in a LELT billet, I urge you to consider cross-decking or split touring to the LELT billet.

For advancement, this job stands you apart from your peers and becomes a real ticket to success.

For advancement, this job stands you apart from your peers and becomes a real ticket to success.

As always, if you have any questions, comments, concerns, or ideas on how we can improve the community, I am just a phone call away.

MM1(SS) Ed Reed
Submarine ELT/RADCON Detailer
PERS-403CH

Surface nuclear CPO – Getting proactive to go after that next star

As past results prove, people who have completed a nuclear instructor tour have a competitive advantage towards advancement.

An increased need for instructors at Nuclear Power School and Nuclear Field “A” School exists due to the pending move of these schools to Charleston. If interested, submit a NAVPERS 1306/7 with appropriate enclosures for this challenging assignment.

If you are eligible for advancement to CPO, acquaint yourself with NAVADMIN 275/96. It addresses the selection board

for advancement to chief petty officer for active duty personnel. This provides information on how to submit a package to the CPO selection board, following your proactive screening of your microfiche.

Chiefs who have PRDs near the completion of the CPO or MCPO/SCPO selection boards should wait until board results are released before negotiating orders.

This is particularly important for individuals transferring back to sea. Issuing orders to a ship that may advance one or

more khakis before you arrive could place you where your talents are no longer needed. An order modification to a new location follows which creates confusion and concern that can easily be avoided. This condition is accentuated when you earn a star for your anchor which makes assignment even more selective. I will do my best to alleviate the stress associated with waiting for orders and ask for your patience as we find the best new home for you.

MMCM(SW/AW) Ron Chappell
Surface Nuclear CPO Detailer
PERS-403CJ

Submarine (Aux) E5 & below – Ins and outs of sub pay

Submarine pay is an incentive that a lot of us take for granted. While drawing this pay, we tend not to think about it. However, when it goes away, it becomes all we think about.

Sub pay comes in two forms. Continuous submarine duty incentive pay (CONSUBPAY) is automatically paid to personnel designated for submarine duty at all times either at sea or ashore.

If not eligible for CONSUBPAY, then operational submarine duty incentive pay (OPSUBPAY) is paid only if assigned to a submarine for duty or if attached to a submarine command staff (TYCOM, group, or squadron) and meet the monthly ride time requirements.

To understand CONSUBPAY eligibility, there are a few terms with which you need to be familiar:

1. Total operational submarine service (TOSS): This number reflects a cumulative balance of time in months that you have been assigned to a submarine or in training for a position of increased responsibility. It appears on your LES at least once per quarter.

2. Submarine service entry date (SSED): Located in one of the Other Pay Entry Dates (OPED) on your LES. This is the date that your counter for TOSS started.

3. Gate: A predetermined gate, measured in years, that is based on SSED. Accruing a required amount of TOSS by a specific gate is necessary to maintain CONSUBPAY eligibility. At the 12 year gate, 72 months of TOSS are required.

Subsequently, you must have 120 months TOSS at the 18 year gate for entitlement to CONSUBPAY up to the completion of 26 years of military service (based on PEBD); you must have at least 96 months of TOSS at the 18 year gate to be eligible for CONSUBPAY up to the completion of 22 years of military service.

To qualify for CONSUBPAY while on shore duty, tender duty, or any duty other than a submarine, you must meet specific requirements. These requirements are:

- (1) Be assigned designator "1" (SS) or "2" (SU), and
- (2) Have obligated service for 14 months beyond PRD, and

- (3) Satisfy the gate requirements outlined above, and

- (4) Be assigned an SSED per SECNAVINST 7220.80D, enclosure (3) or enclosure (4), and

- (5) Be physically qualified.

If you pass one of the gates without sufficient TOSS credit, you become ineligible for CONSUBPAY. For example, if you have 60 months TOSS on the day of your 12 year gate, you missed the gate. Even if you stay at sea for an extra 12 months to meet the required 72 months, you will still not be eligible for CONSUBPAY until your 18 year gate.

Following a normal sea-shore rotation will usually result in meeting all gates. Assignments that give reason to closely monitor gate eligibility are extensions on shore duty, assignment from shore duty to neutral duty, and assignment to non-submarine sea duty.

Proper career planning is the key to ensure you maintain your eligibility. Like everything else you do in your Navy career be "proactive", not "reactive." It's your paycheck.

MMC(SS) Michael Mildenstein
Submarine Auxiliaryman E5 and below
Detailer
PERS-403CN

Surface ELT – Writing the CPO selection board

Congratulations to those who are selection board eligible for chief petty officer. Please review NAVADMIN 275/96 (FY98, Cycle 154, Navywide Selection Board for Advancement to Chief Petty Officer for Active Duty Personnel) and Appendix J of the Advancement Manual (BUPERINST 1430.16D) for instructions on corresponding with the selection

board. If you have any problems or questions concerning your microfiche or performance summary record, do not hesitate to contact me.

Please give me a call at DSN 223-7760, commercial (703) 693-7760, or send e-mail to p403cr@bupers.navy.mil, anytime you have suggestions, comments, or questions.

MMC(SW) Ed Ford
Surface Nuclear MM/ELT E6 and Below Detailer
PERS-403CR



Aviation

From the branch head

Pass it on

As you begin to read this copy of *Link* look up and see if your shop LPO, chief or division officer is around and ask if he or she wants to read it after you. As Navy leaders they also need to understand

what career opportunities are available to you and the policies BUPERS uses to detail you. Loaded with this information they will be far better prepared to counsel you and your shipmates concerning your career decisions. They will also acquire a better understanding of enlisted manning, training requirements, promotion opportunities and how policy is set.

I suggest you read each and every article as there is something in each which applies to everyone. Bottom line is "Pass the *Link* around, don't just lay it down."

CDR Buzz Lineburg
Branch Head
PERS-404

AW – New master chiefs encouraged to consider CMC program

Congratulations to those selected for AWCN and AWCS and those who passed the rating exam with a high enough score to have their record in front of the CPO selection board.

Our new master chiefs should consider requesting conversion to the CMC program. The command master chief program has undergone many changes over the years evolving into the latest program as outlined in OPNAV Instruction 1306.2C. As noted in the instruction, conversion to CMC requires submission of an application to the CMC detailer, PERS-40FF.

These applications are then screened by a selection board which convenes in May and November and, if the candidate is selected, followed by a set of orders for transfer within the next four to 12 months to an NEC 9580 sea duty tour.

For newly selected master chiefs, please do not negotiate for a set of orders in our rating and then submit a package to the CMC detailer after being in receipt of orders. This leaves a

gap for the gaining command which I might not be able to fill until the following selection cycle. If you are a CMC and desire to return to the rating, I will not negotiate a firm set of orders with you until you are released to me by the CMC detailer. I try to have an AWCN in every FRS, AIRPAC, AIRLANT, AW 'A' school, BUPERS, NAVAIR, PMA-264, OPNAV, and NACCS/RSS. We need our experienced personnel to fill these important billets to guide the rating for coming generations.

AW1(AW) Dickover and I ask that you to share these *Link* articles with your shipmates and let them know the numerous ways to contact us. We still receive many phone calls transferred to us from the switchboard; please call us directly and speak to us or leave a voice mail message.

Our 'A' school has completed the move from Millington to Pensacola and the IMAT curriculum is undergoing the final test phase. New generations of AW personnel will never experience the joys of school in the Memphis area but are building their own traditions in the Pensacola area. Unlike Millington, the halls of the new school building are bare and would be a wonderful place to place some AW/aircrew memorabilia. If you have some squadron plaque or insignia you would like to place in the new schoolhouse, please contact the staff at DSN 922-7336.

AWCN Richard McGiff
PERS-404EC

AW1(AW) Craig Dickover
PERS-404EC1
AW Detailers



PH – Variety is the spice of promotions

Career management means different things to different people, and usually depends on their personal goals.

If the successful management of your career means continued advancement, you must be willing to accept new challenges. Accept the challenging assignments and do your best to excel at them.

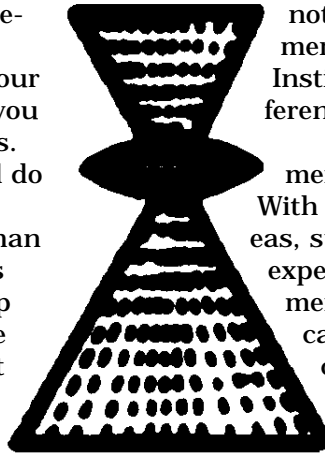
The PH rating is far more diverse than many imagine. Too many photographers think that once they've been aboard ship and at an audiovisual command, they've done it all. It is this kind of attitude that leads to stagnate careers.

Take another look: an assignment with Seals or EOD cannot be compared with a tour at the Naval Media Center,

just as a tour of duty in a VP squadron cannot equate to a tour in TARPS. An assignment with the Armed Forces Pathology Institute will require skills and abilities different from any PAO center.

The key to successful career management is starting early and staying flexible. With the exception of fleet concentration areas, such as Norfolk or San Diego, you cannot experience the wide range of different assignments our rating has to offer in a single location. If you're willing to move and if you continually strive to do your best at each job, you'll find yourself advancing and enjoying a well-managed career.

PHCM(AW) Theodore Salmons
PH Detailer
PERS-404DL



AE – Tips from the new detailer

Hello shipmates I'm AEC(AW/SW) Dwayne A Strickland and I recently relieved AEC(AW) Carlson as the AE East Coast detailer. We wish Chief Carlson the best of luck as he goes back to the fleet.

The AE rating has undergone many changes over the past few years. There are more opportunities for female Sailors to deploy aboard sea going combatants and sea/shore rotations have changed. Our rating has become more sea intensive which means sea tours are getting longer which improves the opportunity to excel and advance while on sea duty.

As a detailer, my goal is keeping the Navy's forward deployed units fully manned while satisfying the wants and needs of our fellow AEs as much as possible.

In order to better reach that goal, I need your help. Here are a few helpful hints:

- **Be reasonable and realistic.** We can only assign you to valid billets. There may be a Navy base in Texas, but we do not have an inexhaustible supply of billets there. Your experience is very valuable.
- **Be prepared** to go to billets that will allow full utilization of the

skills the Navy has trained you to perform.

- **Be flexible** in the location of your next assignment. Remaining or going to a specific geographical area may not be possible at times.
- **Plan ahead.** If you reach the 120 day window prior to your PRD and have not negotiated with the detailer or made application via JASS, you will be issued a set of orders in accordance with the CINC's priority.

AEC(AW/SW) Dwayne Strickland
AE Detailer
PERS-404CE

Fixed wing utility aircrew – New detailer aboard

I'm AE1(AW) Carr, the new utility helicopter (non-AW) detailer. I will also be handling the fixed wing utility aircrew when Chief Lee departs in the near future. We wish Senior Chief Wiley and Chief Lee the best of luck in all their future endeavors.

Just a reminder, all aircrew detailers are on JASS which can be accessed through your command career counselor.

AE1(AW) Russell Carr
Utility Helo (non-AW), Fixed Wing Utility Aircrew Detailer
PERS-404EG

AB – E-mail streamlines communications

We have a great communication tool at our disposal here at BUPERS: Internet e-mail. If you have access to either a private or military account, I encourage you to use this quick and easy communication tool. We can be reached via e-mail using the addresses listed in the back of *Link* magazine.

This is one of the fastest and most efficient ways yet to reach our office. The best part is that if you have a private account such as AOL, Compuserve or other such service, you contact us from the comfort of your own home.

When you do contact us via e-mail, please remember that the Internet is in the public domain. This means that you should not place any information in the text of an e-mail message that you would not want anyone else to see. Essentially, this would include any privacy act information. Don't use your SSN in the message. Instead just give us

your name and command along with the UIC and a DSN recall. This way you are not giving out any information that could be exploited by a hacker.

Translating detailer-ese

We thought we would define some of the terms frequently used in the detailing process. Our hope is to avoid some of the confusion factor when negotiating your orders and also provide you with some valuable information.

Diverts

Diverts are order modifications of personnel due to the elimination of a billet requirement or the emergence of a higher priority billet requirement. Diverts are initiated and approved by the manning control authority (MCA) and not by the detailer. The MCA for most AB billets is AIRPAC and AIRLANT.

OBLISERV

Obligated service is required before reassignment to ensure the member completes at least a minimum activity tour (MAT). The CO/OIC of the transferring activity is responsible for obtaining the required obliserv within 30 days of receipt of PCS orders. The requirements are contained in article 4.021 of the Enlisted Transfer Manual. The authority to deviate from these policies rests with BUPERS.

Spouse collocation

Every effort possible will be made to allow military spouses to move together and serve together whenever possible. The key is for each member to submit a 1306/7 to both of their respective detail-

Continued on page 41

AD – Greetings fellow Mechs

Just a few words from the detailers about some misconceptions that are around in the fleet.

PRD window

There appears to be a lot of confusion about the PRD window. We are starting to see JASS applications 10-12 months out. The policy is for a nine month window. Please refrain from applying for billets until you are within the nine month detailing window. Any applications outside of the window will be marked ineligible. This wastes our time and yours.

Paygrade substitutions

As a general rule we do not fill billets with paygrades other

than what the billet requires. Paysubs are only considered if an inventory shortage exists or the gaining command requests a paysub through their respective manning control authority. The only exception is that E4 and below are considered the same for assignment purposes.

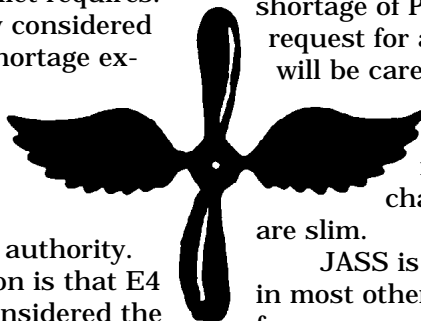
Cross country waivers

As our overall manning percentage changes, so does the fleet balance percentages. We are directed to maintain personnel balance in all three of the respective MCAs (LANT, PAC, and BUPERS). Cross country moves are made to rebalance the fleet. We must

have authorization from our chain of command for any cross country move. This is due to the shortage of PCS funds. A 1306 request for a cross country move will be carefully considered within these parameters. If your 1306 is approved the chances of backing out are slim.

JASS is working rather well in most other respects, thanks for your support and please continue to utilize it. As always if there are ever any questions or problems please don't hesitate to call us. Thanks again for your valued support.

ADCS(AW) Jimmy Hodges
PERS-404DG
ADC(AW) David Hands
PERS-404DG2
AD1(AW) Adkins
PERS-404DG3
AD Detailers



AO – Greetings from Red Rock Corner

How do you like the Job Advertisement and Selection System (JASS)? From your detailer's point of view, it is shaping up to be a very effective system. But, like any new system, it will take time and everyone's involvement before its true potential will be realized.

Your command now plays a much bigger role. Your command representative will explain the fleet requirements and more importantly, determine your eligibility window and ensure your applications are for the highest priority billets you are eligible to fill. Your command rep is receiving guidance from the detailers and relaying those policies during your interview.

Gone are the days of first come first served with regard to job assignments. The date of your application has no impact during the selection process. Bear in mind that several applicants may apply for the same job. An application does not guarantee selection.

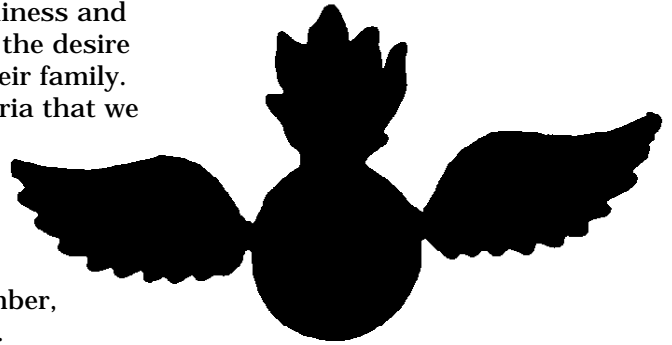
During the selection phase, our top priority is making assignments that are fiscally wise while

maintaining fleet readiness and balance, and meeting the desire of the member and their family.

Some of the criteria that we use to match jobs and individuals are reutilization of NECs, take up month (TUM) and PRD alignment, same location of member, dependents and billet.

To help streamline the application process, command representatives are required to screen your applications prior to submission. This is to prevent instances of E4s applying for E6 jobs, placing applications before the nine month window, applying for low priority jobs on the opposite coast, and personnel with five dependents applying for overseas duty.

Enough of the JASS info, we need to talk Special Programs. AOs are eligible for BUDS or EOD. Applications will be processed on a case-by-case basis. Ideally, individuals should submit their applications 12 months prior to completing their prescribed sea tour (PST). This al-



lows time for the selection process to be completed prior to the nine month detailing negotiation window.

For "ordies" on recruiting duty, we would like to see the packages for NC (career recruiting force) 12 months prior to completion of your tour.

Keep it safe.

AOCM(AW) Larry Adkison
PERS-404CR

AO1(AW) Randall Robbins
PERS-404CR2

AO1(AW) Rick Saintamour
PERS-404CR1
AO Detailers

Flight engineers – Fly with enlisted aircrew program

Are you getting burned out in that same old line of work? Are you looking for a significant change to enhance your career? How about the Enlisted Naval Aircrew Program? It will give you the opportunity to not only work on naval aircraft, but to fly in them as well.

If you are an AD, AM, or AE and would like to try a new, very challenging job submit your 1306/7 routed through your command and accompanied by a copy of a current flight physical and certification that you are a second class swimmer (minimum).

Some aircrewmembers think that they must work in their rate to be competitive for advancement. Nothing could be farther from the truth. Statistics show that personnel in a large number of aircrew billets actually fare better than their maintenance counterparts.

Not to beat a dead horse, but all aviation rates are now on JASS, and mandated to use it. Aircrew must put their NEC in the community block, and are reminded to make their choices from the top of the requisition to meet the needs of the Navy. A continuing problem is maintaining fleet balance with regards to experience, and this is one of the primary priorities that I use when accepting applications.

AMCS(AW) Samuel Morgan
Flight Engineer Detailer
PERS-404EH

Aircrew duty is rewarding, exciting

I'm AMS1(AW) Barreras, your new aircrew designations detailer. All the fixed wing utility aircrew billets will now be handled by AE1(AW) Carr, who currently is the helo (non-AW) aircrew detailer.

I will handle all the "A" school graduates in the AD, AM, AE and AT ratings who are interested in becoming aircrewmembers. Additionally, any fleet Sailor interested in aircrew duty should give me a call. For all those Sailors interested in a new, exciting and rewarding career, find out about aircrew duty. Naval aircrewmembers perform a wide variety of jobs including flight engineers, electronic warfare opera-

tors, search and rescue crewman, and in-flight technicians, just to name a few.

Some of the benefits of aircrew duty include flight pay and diverse worldwide travel. Additionally, aircrewmembers may be eligible for special duty assignment pay and selective reenlistment bonuses. If you are interested in becoming an aircrewman, contact me and I will fill you in on the requirements you need to get the ball rolling.

AMS1(AW) Julio Barreras
Aircrew Designations Detailer
PERS-404EF

AG – How NOT to use JASS

Now that most commands are on-line with the JASS system I have noticed the following problems with applications:

- Your PRD must be within the nine month window.
- Applying for jobs that you are not eligible for, including cross country transfers. PCS dollars are short, if a member would like to go from one coast to the other look at the MCAB (BU-PERS) billets. Those billets can

be filled with Sailors from either coast.

- Applying for an additional shore duty tour at the completion of a shore duty tour. Instead select a sea duty billet. For those coming from type 2, 3, or 4 duty look at the type 6 neutral duty billets.

- Applying to the bottom of the requisition list. We do try to match your PRD to the fill date of the requisition, but if there is a shortage of rollers you will need to select one of the top requisitions to reduce or eliminate the gapping of billets.

- If you have applied for a job and have been selected for that job do not reapply next month for another job.

I urge all commands to call me if they have any questions about JASS or a member eligibility for a job before they apply them in JASS.

I have 23 seats available for the "C" school this April to October. We are looking for Sailors who have completed all the prerequisites and are PRD rollers. Requests to attend school before your PRD will most likely be disapproved due to the shortage of PCS funds. We need to fill these seats or face a possible 7412 NEC shortfall, let's keep the push on for forecasters.

AGCS(AW) Raymond Chappell
AG Detailer
PERS-404DH

PR – 'I can never get my detailer'

This phrase is heard quite often here at BUPERS. What I've come to realize is that much of the problem is just the number of people within the rate.

Let me explain what happens. The phone system has voice mail capable of holding 30 messages. I have two incoming lines on my phone. If I'm talking on one line, and have another on hold, your call goes to voice mail. If you leave your name, SSN, phone number, and a brief message, I will return your call. If you get voice mail and hang up, and continue to call back, the voice mail will fill up.

Most of the questions I am asked can be answered by your career counselor. Calling outside

your nine month window is another problem which ties up the phones. The requisition only looks out nine months. I simply cannot predict what may or may not be on a future requisition. If it's not on the requisition, I can't write orders.

If you're calling from at sea or overseas please tell me that to avoid being put on hold, your call has priority. If you're on the NET you can e-mail me at: p404dm@bupers.navy.mil.

I would also like to briefly touch on JASS. Most of you are on line by now, and I'd like to clear up a few questions I hear:

Q: Are the JASS requisitions identical to the detailer's requisitions?

A: Yes, it's exactly the same.

Q: I'm a PR2, can I apply for PR1 billets?

Continued on page 42

AT – CREO numbers good, female at sea billets up

First, we'd like to welcome aboard our newest AT Detailer, ATC(AW) White. He has transferred in from VFA-136 in Cecil Field, FL, and will be starting out working the "A" school and "C" school desk.

The AT rating continues to be CREO 1 for first term personnel and CREO 2 for all others. This is great news for those eligible for SRB and are ready to give the Navy a few more years as ATs. At the time this article was written, first term ATs were eligible for a 2.0 SRB multiple. This is the highest multiple that has been awarded to avionics technicians in many years. Take advantage of the financial benefits of staying Navy ATs while this opportunity lasts.

More opportunities are being afforded to females to go to sea. The USS *Carl Vinson* and the squadrons in CVW-14 are currently allotting racks for a September 1997 embarkation. We look forward to helping everyone getting a fair shot at serving their country at sea.



Meanwhile, the *Lincoln*, *Nimitz*, *Kitty Hawk*, *Eisenhower*, *Roosevelt*, *Stennis* and their associated air wings are excellent opportunities for females to serve provided that female racks are available at the time of application.

The detailers are more accessible than ever to answer questions. Don't hesitate to e-mail us, browse the information we provide on the world wide web, or reach us directly via the phone.

If you're calling from overseas or on a deployed unit, make sure you relay that information to the phone watch or detailers at the beginning of the call.

Many folks are still having a bit of trouble with the detailing concepts surrounding JASS.

Our decision-making process remains the same. Naval aviation still needs trained and seasoned technicians to keep our war birds flying. This is best done by putting experienced personnel into the right jobs

(match your NEC to the job you are applying for).

Since we don't have an overabundance of people anymore, we need to utilize your talent to the maximum. Under the JASS system, you will see what we see. Help the detailer help you. Apply to the highest priority requisitions because they are the immediate needs of the Navy.

ATC(AW) Jeffery Swain
PERS-404CT

ATC(AW) Stephen Eckerd
PERS-404CT2

ATC(AW) James Reynolds
PERS-404CT1

ATC(AW) Kevin White
PERS-404CT4

AT1(AW) Rebecca Snyder
PERS-404CT3
AT Detailers

AS – Plan ahead for spouse collocations

I receive lots of 1306/7s requesting spouse collocation assignments. Many are not in compliance with ENLTRANSMAN article 3.21. Leading chiefs and division career counselors must counsel members on the details of this program well in advance of their PRDs to ensure collocation assignments can be negotiated.

Both members must submit their requests at least nine months in advance. Members should not independently negotiate orders without informing their respective detailers that they desire spouse

collocation. It is too late to negotiate a collocation if one of the members is in receipt of, or has begun to execute a set of orders. Requests like that will be returned without action.

In these times of critical manning and PCS funding shortfalls, it is important that both members fill valid billets. Many times detailers cannot assign members together at their preferred geographic location. This requires flexibility on the part of the military couple. I expect full cooperation from those requesting spouse collocation so I can meet both the needs of the members and of the Navy.

These requests can be very difficult to coordinate within our rate and are even harder with other rating detailers. Avoid heartache and headache and plan well in advance.

ASCS(AW/PJ) Steven Clemens
AS Detailer
PERS-404DJ

AC – Avoiding the blues with JASS

I have seen an increase in the number of requests for order modifications since the JASS and voice mail systems were placed in service. Before you contact me for your next assignment it would help if you talked with your career counselor and division chiefs.

I don't say this because I don't want to discuss your career options with you, but with the increased workload associated with the JASS program, I may not have time to analyze your JASS application for hidden variables.

If you apply for a billet that is a good match, I will accept your application and write orders. Before applying have a plan of what you're eligible for and what your priorities are.

When you apply for a billet and are accepted, we have made a deal and you should expect to keep your end. I can not change your orders if a better job comes up two months later or if you want to leave a month earlier or a month later. This is not fair to the receiving command and in many cases impacts the availability of the "C" school seats. JASS is not a place to go fishing unless you're willing to eat what you catch.

I receive many calls the day after someone has made a selection in JASS asking if they were selected. This defeats the system and doubles the workload. If you make an application in JASS on Monday, the system will remain open for applications for that week (JASS is not a first come first serve system). The following week JASS is closed to allow the detailee to process the applications. The detailee will review all of the applications and make selections based on the most qualified applicants (I don't even know who applied first) and enter selections, rejections, or ineligibles in the system. As soon as that's done your career counselor can

download the results and tell you whether your application was accepted, is pending (this means you will require a waiver for the requested billet), or if you need to reapply for another billet.

If you are not selected I will put a note on the system telling why you were not selected. A typical reason for non-selection may be that you have completed your shore duty and are asking for additional shore duty when we have 40 open sea billets for your pay grade.

Just a quick comment on the telephone system, if you call me and leave a message please wait for a return call. If you are just asking for a simple order modification that doesn't need to be answered today, wait and see if it shows in the message traffic. I seem to receive multiple messages for the

same issue. This creates a delay while I have to sort through all the messages. I feel like I do a decent job of returning your calls as soon as I can.

'JASS is not a place to go fishing unless you're willing to eat what you catch.'

Please try to be patient and let the phone system work. If you feel that I'm not answering your messages in a timely manner please tell your leading chief so that he can inform me that the system is not working.

The Navy is steadily increasing the number of ships that are capable of berthing women. We will soon have enough racks to allow all Sailors the opportunity to serve at sea. We are not there yet but we are close enough so that you should expect to be offered a ship regardless of your gender. We now have eight carriers and five amphibious ships that women can be assigned to. If you see a billet in JASS that indicates it is a women at sea billet that doesn't mean only women can go there.

ACCM(AW) Gordon E. Field
AC Detailee
PERS-404DF

AB – Continued from page 37

ers before entering the nine month detailing window. For specific details and guidelines on spouse collocation, contact your command career counselor or refer to the Enlisted Transfer Manual, chapter 3.

Single Parents

Single parents (male or female) are assigned using the same procedures as other en-

listed personnel. BUPERS recognizes the unique situations that occur when single parents are assigned to some types of duty or duty locations. However, a preferential assignment policy regarding single parents would be discriminatory toward other members.

All of the above information, and more, is found in the Enlisted Transfer Manual, chapter 3. We hope this gives you some

insight as to the terms we use when we are talking to you, and also ensure that when we do talk on the phone we are talking about the same things.

ABCM(AW) William Smith
PERS-404DE

ABHCS(AW) Jeffery Madsen
PERS-404DE1

ABF1(AW) Cameron Junkin
PERS-404DE2
AB Detailers

AMH – ‘New detailer, arriving’

Over the past few years the AMH rating has seen a significant decrease in our manpower. This in turn has had a direct impact on your next assignment. Billet priority, fleet readiness, fleet balance, and immediate deploying units are all important factors in detailing decisions.

Another key factor is NECs held by the member. If you hold a critical NEC there is a good chance that you will be assigned to that billet.

The computer age brings changes to the way we perform service to you in the fleet. Recently BUPERS implemented JASS (Job Application and Se-

lection System), as the tool by which we detail. Everyone in the fleet will be using this system to apply for billets soon.

Your command career counselor (CCC) will become a key player in assisting and briefing you on the procedures for applying for these jobs. It is imperative to utilize your CCC to assist you. If your command is not yet on JASS, feel free to call to apply for billets.

Another good route is through e-mail. An important note about e-mail is to ensure your return address is correct, especially for deployed units.

AMHC(AW) John Tennaro
PERS-404EM

AMH1(AW) Michael Cascarano
PERS-404EM2
AMH Detailers

AZ – Building a successful career

Does the detailer really care about your career? Absolutely!

One of the first things I do is look at your career path. If you are now in a squadron, I will attempt to assign you to an AIMD if at all possible, and vice-versa. Consecutive “O” or “I” level tours are still possible, but I will strive to ensure we are developing well rounded, highly qualified professionals. Can you make a JASS application for the last billet on the requisition?

Yes, but if there is a shortfall in the number of personnel available, your chances of being selected for that last billet on the requisition is extremely low.

AZ1(AW) Philip Vyce
AZ E1-E5 Detailer
PERS-404DK1

ments and for the equitable distribution of “hardship” duty.

AZ1 Vyce’s article discussed building a diverse career. This enhances your chances of promotion and fairly distributes duties considered less desirable. While everyone has their own personal definition of what is “less desirable,” from the detailing perspective, those are the billets no one is applying for in JASS. I rarely receive JASS applications for billets onboard ship and overseas, particularly Type 4 sea duty in Japan.

With all the excitement over homebasing, let’s not forget overseas assignments. Our rating has overseas billets for all paygrades. Although many of you have already enjoyed an overseas tour, there are others who either have never been afforded this opportunity or have avoided overseas service.

If you’re a senior AZ and haven’t been overseas, look seriously at the overseas billets on the JASS requisition. As I review job applications and the personnel available to fill the requisition, I consider each Sailor’s career history. Those who haven’t completed an overseas tour are identified and given top consideration for an overseas assignment. The goal is for each eligible AZ to complete at least one overseas tour.

A reminder: Stay in your own paygrade. Apply for billets in your paygrade only. Because we normally have billets available for all paygrades, we seldom substitute paygrades (one up or one down) for AZs. If you’re truly intrigued by a billet in another paygrade, call or e-mail to discuss feasibility of a paygrade substitution.

AZCM(AW) Denise Donovan
AZ E6-E9 Detailer
PERS-404DK

E6-E9 detailer

The Enlisted Transfer Manual (3.025) calls for each Sailor to have a variety of duty assign-

PR – Continued from page 39

A: Not really. Some billets require a PR1 because it’s an LPO or Q/A billet, so a PR2 would be ineligible. Paygrade substitutions are on a case-by-case basis.

Q: Can males apply for women at sea billets?

A: Yes, these billets are identified as women capable, not women only. Anyone can apply.

In closing, I’m happy to report the schoolhouse has completed the move from Millington to Pensacola. The first class convened in January. The new phone numbers to the schoolhouse are: DSN: 922-7223/7224/7225.

PRCS(AW) John Harpersberger
PERS-404DM
PR Detailer

AMS – Notes from the ‘Metalsmith World’

JASS notes

Well, it has been almost five months since we started the new JASS system. This program has enabled you to have the capability to view requisitions available, apply for them, and give comments of importance to the detailee. Let me tell you about what we look for when evaluating these applications.

When you are applying for a certain job, please consider the following:

- 1) Do you hold the NEC required for the billet?
- 2) Do you have enough time to OBLISERV for the training if needed.
- 3) Your dependent status.
- 4) Your EFM status.
- 5) Your PRD. If going to sea can you make the deployment?

When we review these applications we look first at what NECs the service member holds. If service member is going to sea, we look at what billets are deploying at his or her PRD. We will not normally send a service member to a billet that has just come back from a deployment if there are unfilled billets for deployers available.

If you have an EFM dependent, you may be restricted to a major medical facility area.

Due to budget constraints, we always look for the most economical cost move and who will

be most advantageous to the receiving command.

Funding is limited, so cross-country moves will be made on a limited basis only if the justification can warrant the cost.

Certain NECs are being close-looped due to the schooling required to obtain that NEC and the cost of retraining replacement. Currently, 7225(NDI),

“First termers” are those who have not completed six or more years of active service and are on their initial term of enlistment/obligated service or who have not reenlisted during their active duty time. If you are a first termers and want to go to Japan and you are single, you will go on a three year tour. This is to offset the training or moving costs.

AMS Requisition vs. Rollers

	Sea Billets	Rollers.....	Shore Billets.....	Rollers
AMCS.....	40.....	26	21	8
AMSC.....	51.....	18	28	17
AMS1	77.....	34	69	42
AMS2	111	77	77	51
AMS3	253.....	109	182	79

7232 (composite repair), 8342(F18) and 8345(F14) are closed-loop. This means that if there are priority billets unfilled and you hold that NEC then you will not be allowed to retrain until they are filled. School seats are becoming more scarce every year.

Overseas billets are our top priority! Here is a look of available billets versus rollers through POB9:

As you can see we do not have a sufficient number of rollers to fill the billets. So remember to keep this in mind when negotiating for orders and be flexible.

Overseas tour lengths

As per ENLTRANSMAN chapter 3.20, first term personnel going overseas will be assigned to overseas sea duty (type 4) for a minimum of 36 months irrespective of their prescribed sea tour or marital status. The only exception to this will be for personnel assigned to overseas tours where the accompanied tour is less than 36 months, i.e. Guam, Bahrain etc.

OTEIP extensions

This program offers incentives to extend onboard present command overseas. Remember – when you reach that nine month window and you want to extend onboard, submit request as soon as possible because if your billet gets filled you will then be in excess and may not be approved for extension.

As a final note, when you have completed your DOD tour, that does not mean you have completed all your prescribed sea tour. Refer to NAVADMIN 179/95 for current sea/shore rotations. We detail by PRD not EAOS. If your enlistment is ending and you still owe sea time, you will need to extend to fulfill your prescribed sea tour.

AMCS(AW) Macario Villafior
P404EJ

AMSC(AW) Leonard Kowalko
P404EJ2

AMS1(AW/SW) Vernon Brown
P404EJ1
AMS Detailers

**Move up,
not out.
Stay
Navy**



Sharpen your sword every day

The best professional advice I received when I was a young petty officer was from a Sailor who went from E1 to E7 to CWO then to commander-about 14 paygrades.

Pssst, want the 'back door numbers?'

Have you ever wondered if your detailer had a "backdoor phone number," you know, a secret number straight to his or her desk.

Here's the straight scoop: there is no such thing as a back door phone number anymore. In the January 97 *Link*, all the detailer's telephone numbers are listed for the first time. Now you no longer need to call our switchboard to get through to your detailer.

Here's what you have to do:

- Know who your detailer is.
- Know what the correct phone number is.
- Talk with your career counselor and then call your detailer when you are eligible for orders. (nine months before your PRD)
- If you get voice mail, **leave a message** with your name, SSN, a brief message, and phone number so that your detailer can

work on your request and then call you back. If you've previously left a message, await your call back before calling again.

If you have a problem that your detailer cannot solve or you need to get more people involved, look up the rating assignment officer's number and feel free to call for help.

YNC(SW) Brian Honecker
YN E5 Detailer
PERS-405CD2

YN – Duty assignment doesn't guarantee promotion

Since professional and personal development is not automatic, it is extremely important to intentionally focus on professional and personal growth during each tour of duty. Development is more than accumulated experience.

No duty assignment or school will automatically advance you, i.e. A new duty assignment or any function that has growth potential has to be approached with the intention by the individual to grow and develop oneself. Professional and personal growth are best achieved when intentionally sought out or deliberately planned. A person can be assigned to the most challenging and rewarding duty assignments, but if a person doesn't intentionally seek to use the opportunity for professional and personal development, then no development will occur.

He also went from a high school education to achieve a Ph.D. while on active duty. That's over eight years of college folks!

His savvy advice was to study about your job 15 minutes a day. We spend that much time in line or riding on a bus. So start a campaign by getting your bibliography for advancement and obtain the publications you need to study about your job.

I realize all those publications can seem overwhelming, but the only way to eat an elephant is one bite at a time. So get energized and read about your job 15 minutes a day and sharpen your professional sword.

Keep charging.

LT Rich Kay
Admin Ratings Assignment Officer
PERS-405C

When designing your career, remember advancement is the result of intentional planning, and a deliberate desire to excel. So ask yourself when deciding upon a new duty assignment the following question: what areas in my personal and professional life (leadership, technical skills, management, confidence, designations, etc.) do I INTEND to deliberately focus on to further my development and growth and how can this new duty assignment facilitate those areas I have identified?

Nobody has ever fully arrived in any area of his or her life. Each of us should be continually anticipating further growth in our lives. Anticipation in growth and intentional, focused development of oneself if actively sought, will result in a richer, fuller and more rewarding naval career and personal life.

YNM(AW) Craig C. Topping
Senior YN Detailer
PERS-405CD



MS – Flag, staff MSs needed

If you're a hot running E4 through E6 looking for a change, a flag assignment could be just around the corner. Flag, staff and public quarters mess management specialists are normally assigned to personal staffs of flag officers, executive level activities, and joint staffs.

Assignment to this duty is highly competitive. Historically, personnel selected for these assignments possess superior performance records, special culinary skills often gained through off duty education or experience, impeccable appearance and strong recommendations from their commanding officer. Qualifications are outlined in the ENLTRANSMAN chapter 9, para. 9.48.

Submission of Request

Submit request for assignment as a flag, staff or public quarters MS to BUPERS (PERS-405E) via the administrative chain of command on an enlisted action request (1306/7). Requests should be submitted at least 8-10 months prior to member's PRD to allow sufficient time for nomina-

tion, personal interview (if required), and final selection.

MS1(SW) D.L. STRONG
MS E5 Detailer
PERS-405EC3

NEC 3538 course updated

The course curriculum has been revamped for E7 and above. Commands requesting TAD quotas for this course must forward a letter to the Commander Naval Facilities Engineering, Code 50, 200 Stovall St., Alexandria, VA. 22332 and justify the need for NEC 3538. NAVFAC will determine if a quota will be granted. Issuance of quotas are based on the requirement for the NEC as well as quota availability due to the limited number of seats.

'A' schools must be requested

Qualified personnel in pay grades E1 through E3 will be assigned to "A" schools on an individual request basis. With the exception of rating conversion, designated personnel and those who are to be advanced or who have advanced to E4 will not normally be considered for "A" school.

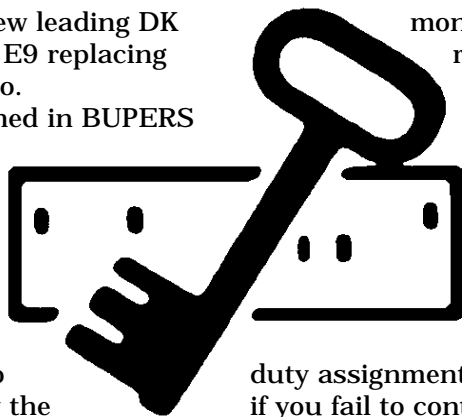
Requests for "A" schools should be forwarded to BUPERS (PERS-4010) using NAVPERS 1306/7 as outlined in the ENLTRANSMAN chapter 7, para 7.071.

MS1(SW) E. Van Hofwegan
MS E4 Sea Duty & A School Detailer
PERS-405EC6

DK – New detailer aboard

Hello, I am the new leading DK detailer for E1 to E9 replacing DKCM(SW) Filoteo.

To be stationed in BUPERS and working directly with the constituents in the DK community is a golden opportunity. My primary goal as your detailer is to best serve you by the fairest means possible. To help me to reach this goal, please start communicating with me as soon as you're within nine



months of transferring and be prepared to make a decision. Always update your Enlisted Duty Preference (NAVPERS 1306/63) because this is what your next

duty assignment will be based on if you fail to contact me.

I wish to extend my sincere appreciation to DKCM(SW) M. Filoteo for his total dedication to the DK community, and wish him

the very best on his follow-on tour. Now that I have the helm, I will continue providing you the "five star" qualities of service that you always deserve.

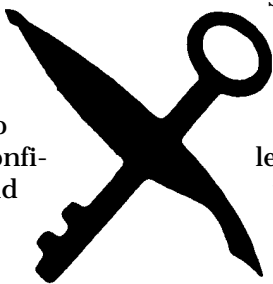
Finally, I am looking forward to working closely with each and every one of you. Don't hesitate to contact me about your career options and advancement path. Always plan ahead.

DKCS(SW) N. Denina
DK E1 - E9 Detailer
PERS-405FE

SH – Maintaining a positive attitude

As you look around, you noticed that some people seem to maintain positive attitude even at the worst times. They don't just make the best of a bad situation, they face it head-on and control it to the best their ability. They will develop confidence required to perform at levels beyond their peers because they use their potential to the maximum. Most of them will have a career that is fruitful and enjoyable.

The right time to begin managing your career is the day you join the Navy. Your attitude sets the pace for your entire career. During your initial assignment learn as much as you can to prepare yourself for advancement and to be a better ship's



servicemen. Always look for more responsibility through collateral duties, (PQS for ship servicemen).

Advancement, added responsibility and authority go to Sailors who accept challenges and prove themselves as leaders. Seek tough assignments, don't be afraid of hard work and long hours, take on the responsibility, and be accountable for your action.

There is never a hopeless situation, only people who have given up on hope. Learning is a wonderful process that can be absorbed from everybody, no matter who you are, never lose your focus.

SHC(SW) K.E.Chillous
SH E1-E5, A&C Detailer
PERS-405ED1

SH (E6- E9) – Detailers cannot 'create billets'

I am SHCM(SW) Danilo O. Lara and I have relieved SHCM(SW) Plata as the senior SH detailer. Master Chiefs Robinson, Dumadag, and Plata have done outstanding jobs during their tenure and their shoes are hard to fill.

As your senior SH detailer, I promise I will work tirelessly to maintain that high quality of service. I am aware that it carries

with it great responsibilities, tremendous challenges, and a great deal of hard work.

For several reasons, however, I feel confident that I will be able to fulfill the responsibilities, face the challenges, and do the hard work. Please bear in mind that detailers do not create billets, but detail on a set of requisitions and make assignments based on the priority of the billet,

needs, and mission of the Navy. Be flexible when negotiating for orders. We are here to provide you with foremost customer service and assistance. Hopefully our dealings will be harmonious and fruitful.

SHCM(SW) D. O. Lara
SH Leading Detailer
PERS-405ED

SK – Plan your move, consider all options

Last December, I went on a detailing trip to Hawaii, Guam, and Japan representing the SK, AK, and DK supply ratings. I had an opportunity to answer questions, discuss personnel issues and explain how the detailing process works. I want to share with you some discussions that can affect the detailing process and your next set of orders.

CPO placement – The goal of CPO placement is to minimize

gapping khaki billets at sea in order to maintain continuity of senior enlisted leadership on board the ship. It applies to detailing CPOs to and from sea duty billets (Types 2 and 4) only. BUPERS and EPMAC are working together to ensure an on board face-to-face turnover. Due to limited Khaki sea duty rollers, however, meeting the goal of CPO placement is not that simple. There are still some sea billets that are being gapped.

How can we achieve the goal of CPO placement? You and I have to be flexible to make this process work. The best solution is creative detailing using the PRD window. If there are no

chiefs rolling to sea duty, the detailer has the flexibility of transferring CPOs to sea duty upon completion of 24 months shore tour. CPOs headed for shore duty can be transferred later up to four months past their PRD. These actions minimize the gapping of Khaki billets at sea.

Fleet Reserve requests – Plan ahead and communicate with your detailer prior to submitting a Fleet Reserve request. Fleet Reserve requests can be submitted up to 18 months prior to desired reserve date. Approval of Fleet Reserve requests will be

SK – Continued on page 47

AK (E6-E9) – Decision making

Throughout your naval career you will have to make many decisions that will affect your overall career path. How well you make choices or solve problems will possibly dictate a successful or unsuccessful career.

It is important that prior to making a decision you have all the available information possible and it is gathered from as many

sources as possible. You should also become familiar with all of the policies and regulations that are applicable to your situation.

When you are in the PRD window and deciding what to do next, start by listing your goals, long range and short. Next, you want to list your wants and needs and then compare this to a list of what the Navy and the AK rating needs. Then you need to prioritize these lists and seek out advice from supervisors and career counselors.

To illustrate better take a look at the list that follows:

1. I really want to go to San Diego but, I just closed on a house in North Carolina.

2. I want to make chief but sea duty is not for me.
3. I can't go overseas because I have show horses.
4. I don't want to move and have to go to sea, my spouse has a great job.
5. I don't have time to get my EAWS.

These are just a few of the possible situations where conflict can arise between the Navy's needs and a member's decisions. Think and plan for the future and I'm confident you will minimize these kinds of situations.

AKCM(AW) Mark Williams
AK E6 - E9 Detailer
PERS-405FD

PC, LI – Detailer turnover

As your new detailer, I would like to take this opportunity to introduce myself. My name is PCC(SW) Collins, reporting from the USS *Shenandoah* (AD-44). as Chief Amorose departs for his next assignment, I am sure the entire PC and LI communities

wish him much success and thanks for the outstanding service he has provided during his tour here at BUPERS.

I will do my best to uphold the standards that he and his predecessors have set. My first month here was a very enlightening experience. As our billets in both rates continue to decrease, we are forced to make difficult decisions that include going

Continued on page 48

SK – Continued from page 47

based on contact relief requirement and upon completion of minimum activity tour in CONUS or completion of DOD tour overseas. If currently under orders, Fleet Reserve requests are not normally approved but will be considered on a case-by-case basis. Transferring to Fleet Reserve beyond HYT is not normally recommended.

Increasing number of family members overseas - Personnel in CONUS with more than three family members will not normally be assigned to accompanied duty overseas due to the limited availability of government housing, DOD schools, medical and dental facilities, and child care support overseas. Personnel currently stationed overseas, who acquired additional family mem-

bers and now exceed three total, require a waiver before we can issue orders.

Consecutive Overseas Tour (COT) - Plan ahead. Submit 1306/7 for third or more COT waiver request prior to the nine month window. Due to the budget constraints, interisland transfers are not normally approved or recommended.

Overseas Tour Extension Incentive Program (OTEIP) - OTEIP approval is based on the needs of the Navy, current manning at present duty station, and timeliness of request submission. Submit OTEIP requests prior to the nine month window but not more than 12 months prior to PRD. Personnel on Type 3 or 4 duty and Type 2 units in Hawaii are eligible for OTEIP. First-termers assigned to unaccompanied overseas duty (Type 4) for

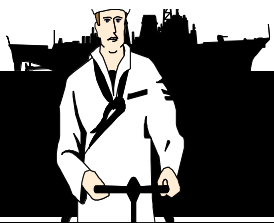
their initial three year tour will be eligible for OTEIP following a two year tour. Refer to ENLTRANSMAN Chapter 4.11 for OTEIP incentive options.

Senior FCA shore billets - Shore duty billets for SKs in fleet concentration areas are extremely limited for E6 and above. If shore duty is not available, I will offer you back-to-back sea duty if you desire in order to meet your duty preference.

Feel free to discuss your plans with me prior to the nine month window. Plan your next PCS move before you give me a call. Consider all options available when thinking about your next duty station. Decide what is important to you - homebasing, sea duty extension, overseas duty, or transfer to Fleet Reserve.

SKCS(SW) R. P. Maliksi
SK E7-E9 Detailer
PERS-405FC

Deck



From the rating assignment officer

What JASS will mean to you

The hot topic is JASS. JASS stands for Job Advertising Selection System. JASS is a new detailing tool that the PNs and the aviation ratings have been testing for the last year, and it will be coming to deck in the future.

Here's a rough sketch about how it will work.

When you are in your PRD window (nine months), you will see your command career coun-

selor. Together, you will review the requisitions (jobs) that are opening up in the near future (nine months). – Note this is the same list that your detailer has. Through JASS, you will nominate yourself for the billet(s) that you want. Your detailer will review all the nominations and will write orders to the most qualified candidate for the job.

Here's a couple of helpful hints:

The requisition is listed in priority order, you will not get assigned into number 15 or greater unless all the higher priority jobs are taken.

If you're a third class, don't even look at the 1st class CPO billets.

Focus on jobs with fill dates that match your PRD.

JASS is a new system that will greatly improve and enhance the detailing process. In the meantime, I anticipate lots of growing pains and learning until it is on-line.

*LT John Jeremiah
Deck Rating Assignment Officer
PERS-405D*

SM – Current, future manning update

As the Navy comes into the 21st century, what does the future of our rate hold? During the QM, SM, BM Surface Warfare Training Requirements Review (SWTRR), more than 50 senior members of the SM and QM rating investigated the feasibility of merging the signalman and quartermaster ratings to make a new rating.

Like other rating mergers the goal would be to achieve training and shipboard manpower reductions through consolidation of billets in the Navy's new smart ship concept.

If, after a great deal of review this proposed merger is approved, it would take a great deal of time to implement. In other

rating mergers, from start to finish, it took over eight years after approved. During the next SWTRR in 1999, the members will review recommendations, training shortfall and fleet input for the future of the SM rating.

*SMCS(SW) Rodney Parks
SM Detailer
PERS-405DD*

Signalman rating FY-97

	Inventory	Req Manning	Percent
E9	14	24	58%
E8	34	25	136%
E7	150	152	98%
E6	418	383	109%
E5	590	534	110%
E4	873	739	118%
E1-3	377	500	75%
TOTAL	2456	2357	104%

Future SM manning projections

	FY-98	FY-99	FY-00	FY-01
E-9	24	24	24	25
E-8	25	24	24	25
E-7	145	145	144	144
E-6	374	367	368	373
E-5	518	517	519	526
E-4	727	722	726	732
E-3	493	491	496	503
TOTAL	2305	2290	2301	2327

PC – continued from page 47

to duty stations both overseas and at sea that we do not consider desirable. Speaking from experience, I found my "undesirable overseas billet" to be my best assignment yet.

Please stay in contact with your career counselors and stay updated on events that affect our communities. The postal clerk rating is closed to strikers and first-termers are not being approved for reenlistment. Plan your career and know your op-

tions. I have no doubt that it will make our conversations much more successful if we both understand your goals and the needs of the Navy. I look forward to hearing from all of you.

*PCC(SW) J.A. Collins
PC, LI E1-E9 Detailer
PERS-405EE*

New BM E7-9 harbor pilot detailer on board

Hi there, I am BMCS(SW) Larry R. Frazier and I have recently relieved BMCS Phillips as the senior BM detailer.

I recently reported onboard from the USS *Ponce* LPD-15 and my previous duty stations in-

clude three oilers, a carrier, an LSD, NAVCHAPGRU and a shore tour at SIMA Portsmouth.

I look forward to working with you and encourage you to contact me once you have entered your nine month window. I

can't guarantee assignments but I do guarantee that I will listen to you and work with you to get the assignment that meets both the Navy's needs and yours. Please feel free to call me at DSN 223-1348, or commercial (703) 693-1348.

BMCS (SW) Larry R. Frazier
E7-E9 Harbor Pilot Detailer
PERS-405DC

BM – What's the new CREO mean?

Well this month we're going to talk about what's happening as far as the rating being moved to CREO group 3.

What does this mean? Well for starters if you're a first term sailor and you've decided to stick around for a while, you need to go out with an ENCORE message as soon as possible. Odds are pretty good that you'll be granted permission to extend for another sea tour. That's right guys another sea tour. Sorry. I know that after five years on deck the last thing you are after is more sea time.

How long is this going to last? I wish I could tell you but I really don't know. What I can tell you is, get your ENCORE messages in now. Start thinking about another sea tour. Make that decision whether this is a career or just a job.

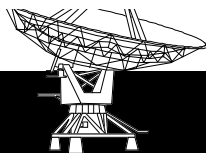
As always we're here to answer your questions. Just remember that the answers might not be the ones you want to hear.

BMC(SW) Jim Gordon
E-5 & Below LANT Detailer
PERS-405DC2

SAN DIEGO FAREWELL



ON BOARD USS *COWPENS* (CG-63), JULY 24, 1995: SM2 Chris Taylor signals from USS *Cowpens* to a passing ship as *Cowpens* departs Naval Station, San Diego. (Official U.S. Navy photo by PH1 Stephen Batiz)



ET – Getting smart before you call the detailer

My first four months as your rating leader have passed quickly, the learning curve has been steep. The requirements of rating management and detailing are not exactly what I expected.

Last quarter, I sat on the same side of the phone as you and had many of the same questions, fears, frustrations and expectations as you. My goal is to remove as much of the fear and frustration from the detailing process as possible.

Here are some things to make you a little smarter so you can work better with your detailer to chart a career course that will be challenging, provide continued professional and personal development, and prepare you for advancement and positions of greater responsibility. Consider the following:

Manning at 87%

The ET rating is currently manned at 87 percent overall and 64 percent at the E4 level. Combat readiness drives manning requirements, so manning our ships with qualified technicians will always have priority. Not only should sea duty top

your shopping list, but your sea duty should include varied platforms (ship types) and challenging jobs (LPO, LCPO).

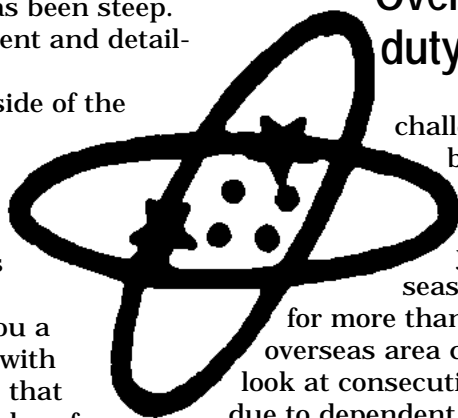
NECs are critical in determining where E4 - E6 ETs can and will be stationed. Several things to consider here: (1) schools cost money and we must maximize our investment by using your skills. If you receive SRB due to critical NEC training, you will go where those skills can be used. (2) Most of our NECs are undermanned, some less than 50 percent. (3) ET manning is such that every ET aboard ship must have two or more NECs (example: DD-963 class has 22 NEC requirements and only 10 ET billets).

Overseas duty is not sea duty

Overseas assignments are challenging and good career moves, but should not be seen as a replacement for "haze gray" sea duty. The number of dependents you have is a major factor in overseas assignment. A waiver is required for more than three dependents and many overseas area commanders are taking a hard look at consecutive overseas tour (COTs) approval due to dependent support capabilities in their areas of responsibility.

Homebasing picture

Homebasing is the new buzzword these days, but the concept is quite old. Detailers have always and will continue to assign personnel to shore and sea duty within the same geographical area whenever possible. It saves money (a no cost



GM – New detailing procedures

In keeping with the ongoing efforts to improve your access to the detailers, the GM detailers for E1 to E6 will detail exclusively by coast. GMCS(SW) Streeter will detail all GMGs and GMMs in the

PACFLT theater. GMC(SW) Froemming will detail all GMGs and GMMs in the LANTFLT theater. This change will have the following effects:

- The number of constituents will be reduced to approximately 1500 per detailer.
- Access to detailers, instead of their voice mail, will improve significantly.

Your detailers will continue to improve the communication process, which will pay big divi-

dends to the fleet. These new procedures have essentially been in effect since the 7 OCT 96 requisition. We look forward to hearing from you in the future.

GMCM (SW) H.J. Kantrovich
GM E7- E9 Detailer
PERS-406CG

GMCS(SW) F.L. Streeter
GM E1 - E6 PACFLT Detailer
PERS-406CG1

GMC(SW) T.R. Froemming
GM E1- E6 LANTFLT Detailer
PERS-406CG2

Continued on page 55

RM, DP rating merger update

The RM/DP rating merger has been in progress since September 1995 and is targeted for a final stand up date of 1 October 1998. At that time, all current RMs and DPs will officially become Radioman and will wear the RM rating badge. As an additional pre-requisite for the

September 1997 new RM rating exam, RM and DP E1-E7s are required to have completed the RM21 Computer Based Training (CBT) which can be obtained from CNET (Code

T2341), DSN 922-8786, or commercial (904) 452-8786.

Because of the time involved in publication of rate training manuals, a bibliography of references will be distributed in March 1997 to assist Sailors in preparing for their first new RM advancement exam. Frequent questions regarding the merger are:

Q1: What are the requirements, if any, for RM rating entry?

A1: Sailors requesting RM entry via "A" school, Navywide advancement exam, or conversion must meet an ASVAB minimum of AR+VE=108 (case-by-case waivers considered). Details on rating entry are outlined in NAVADMIN 256/96 (CNO Washington DC 281405Z OCT 96). Keep in mind that it is important that submission requests for BUPERS approval be on a Form NAVPERS 1306/7 and include ASVAB scores.

Q2: What happens if the CBT is not completed before the September 1997 exam cycle?

A2: First, the CBT requirement only applies to all current RM & DP E1-E7's leaving E8 & E9's exempt as well as graduates of the new RM "A" school which began 1 October 1995. Completion of the CBT requires a page 13 Service Record entry and submission of NAVPERS 1221 to EPMAC (Code 52), via COMNAVCOMTELCOM (Code N12). Once this training is recorded, the Sailor will be awarded NEC

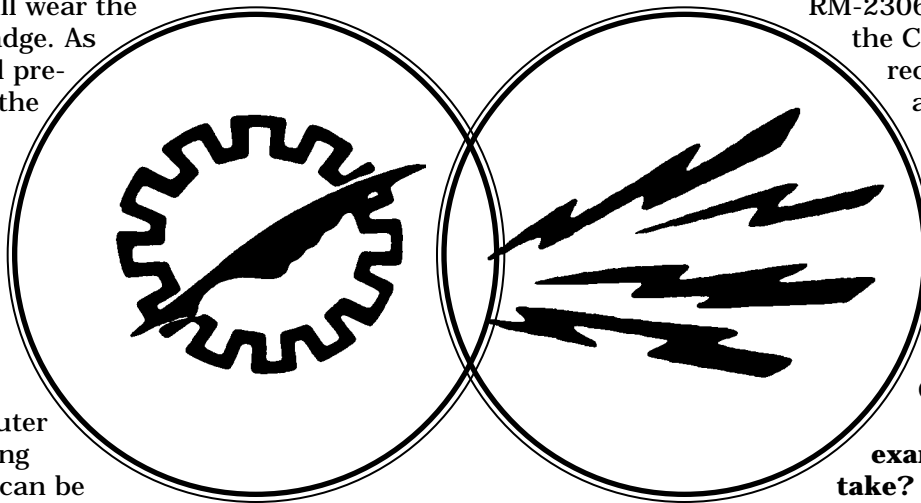
RM-2306. Failure to complete the CBT will result in a non-recommendation for each advancement exam cycle until the requirement is successfully recorded; this should be reflected in a page 13 entry and be removed only upon completion of the CBT.

Q3: Which E4 exam do E3 and below take?

A3: New RM "A" school graduates and "strikers" must take the RM3 exam. Current DP rated Sailors may take the March 1997 rating exam, but will take the new RM advancement exam in September 1997 (on verification of CBT completion).

Q4: When must DPs change their rating insignia?

A4: Current DPs have the option of retaining their current rating insignia until their next advancement or retirement, whichever comes first. The maximum period of time that DPs may retain their insignia will be 1 October 1998, except for prospective advancees pending results of the current advancement cycle. All graduates of the new RM "A"



Continued on page 54

RMs wanted for aircrew duty

I have a continuing need for qualified RMs who are interested in a challenging and rewarding job in aviation. If you have ever thought about the possibility of becoming a Navy aircrewman, here is your chance. VQ-3 and

VQ-4, based at Tinker AFB, OK, have jobs for RMs as aircrewmen involved in airborne strategic communications.

If you are an E6 or below, and are 12 months or less to from your PRD and would like

more information, call me at DSN 223-1384, commercial (703) 693-1384, or e-mail me at p404ed@bupers.navy.mil.

ATCS Dobroth
Aircrew Detailer
PERS-404ED

DP – Negotiating late is hazardous to your orders

Please remember that your detailers always try to work with you, but your expectations for orders must be realistic.

Detailers continually try to balance your needs and wants with the needs of the Navy, meaning every assignment must be made into a valid billet. Every assignment we make is based on maintaining readiness, except in the case of humanitarian reassignments.

Negotiating for orders works best when both parties engage in open and timely communication, exercise flexibility and have realistic expectations.

Transfers are based on PRD, not EAOS. PRDs are determined by sea-shore rotation for each rate and paygrade. The normal detailing window begins nine months from your PRD. If the billet you desire is not available or offered, be flexible and try something new and challenging.

Remember, waiting for other billets to come on-line is always an option, but waiting too long into your detailing window often results in fewer choices for orders, and less flexibility for the detailer. Moreover, requests for extensions after someone has been ordered into fill your billet

will normally be disapproved; but each request is considered on a case-by-case basis.

Any DP within four months of his or her PRD will have orders selected for them, which usually means orders to the highest priority billet on the current requisition.

Bottom line: pass your desires and career intentions to your detailer early.

DP1 (SW) P.L. Celestin
DP E1-E5 Detailer
PERS-406EP1

DS – State of the ratings merger

The merger of the DS rating into the FC, ET ratings is still on track and will be completed 1 October 1998. Most of you should already know the results of the personnel conversions, posted on BUPERS ACCESS August 1996. An updated list will be published again on BUPERS Access and the PERS-406 homepage located at "www.navy.mil."

The last cycle for advancements in the DS rating will be as follows:

E8-9..... April 1998

E7 January 1998

E4-E6 March 1998

Those of us who will be eligible for advancement SEP 98 (and later) will need to refer to NAVADMIN 023/97 for the course material, advancement requirements, and availability of material. Remember it is never too early to prepare for your next advancement exam.

Now for an update on the state of the DS manning levels:

Pay gradeManning %

E9 95.7

E8 128.2

E7 99.5

E6 103.0

E5 91.7

E4 21.9

E1-3 372.7

Overall 73.6

(Figures as of 8 January 1997)

As you can see your numbers look quit grim and, because of these figures, some of your opportunities for split tours, early outs, early retirements and releases to special programs are very limited. Remember each request is handled on a case-by-case basis and the answer is always "no", if you do not ask.

DSCS(SW) S. D. Pavelec
DS Detailer
PERS-406EK

OT – Rating merger just around the corner

We are less than 200 days from the rating merger. I'm happy to say we have had many OTs convert early and take an STG assignment. All of these people have done very well and the feedback from the fleet has been nothing but positive. Please keep me informed of your career intentions and contact me if you have any questions on the merger or follow-on orders.

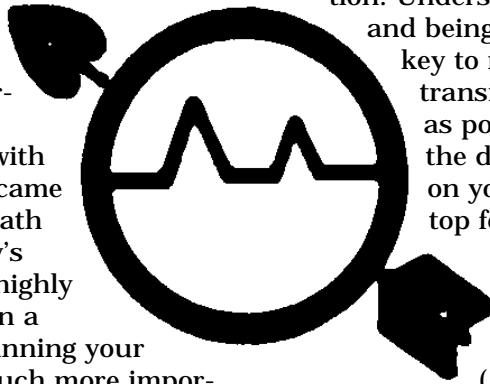
OTAC E. H. Ashcraft
OT Detailer
PERS-406ET

OS – Charting the best course for your career

During my 23 years in the Navy, the OS rating has undergone major changes. Along with in-rate changes came changes in the path to the top. Today's OS has become highly specialized within a broad rating. Planning your career path is much more important today than it has ever been.

Once you decide to make the Navy a career, the next step is determining in what area of the rating you want to specialize.

Once that decision is made, you should have it firmly planted in your mind that future assignments will take you where the openings are in your specializa-



tion. Understanding this and being prepared is the key to making each transition as smooth as possible. Some of the do's and don'ts on your way to the top follow:

1. Be prepared to take an overseas assignment (Japan, Hawaii, Naples and Bahrain).
2. When on sea duty, get your warfare pin. This will allow you to be eligible to take the challenging shore duty jobs such as instructor duty. (As an aside, many of you pass on negative comments to us about instructor duty. My question to you is this: if the best among us do not go to

the school houses to teach new OSs, then who will? Your ship-board experience is vital)

3. Always think ahead and try to reduce the possible stress on yourself and family. For example, don't buy a new home in a non-fleet concentration area (FCA) like Pensacola, FL, expecting to homebase there, then wonder why you cannot stay there.

The bottom line is to keep your expectations realistic and be prepared to accept the choices the detailers offer you, understanding that the requisition is prioritized based on needs of the Navy. We will always offer the priority billets first and then proceed from there.

OSCM(SW/AW) J. Regina
OS E7-E9 Detailer
PERS-406CQ

STG, OT – Rating merger issues

The STG, OT merger is approaching at flank III. To assist in the transition, the detailers will be changing responsibilities and job positions as follows. Changes will be effective 1 May 1997:

STG/OT (E7-E9) PERS-406EU
STGCM(SW) Archer DSN 227-7653

STG/OT (E1-E6 PAC) PERS-406EU1
STGCS(SW) Curley DSN 227-7654

STG/OT (E1-E6 LANT) PERS-406ET
OTAC Ashcraft DSN 227-7656
OTMCS Watkins (arrives JUN97)
STG/OT Schools Coordinator PERS-406EU2
STG1(SW) Calvillo DSN 223-3543

We also receive many phone calls asking what schools to expect when going to NOPF? Or, as an OTM what schools should be expected when transferring to sea duty? Both are good questions.

Sonarmen ordered to NOPF Whidbey or Dam Neck can expect to attend one of two schools enroute; IUSS Supervisor (NEC 0505) for those who have been assigned analyst billets and SCP Maintenance (NEC 0506) for those personnel assigned as maintenance technicians. Training is currently single sighted at SUBTRAFAC, Norfolk.

OTs (both OTA and OTM) can expect training enroute to their first sea duty tour. This training is based on ultimate duty station (if known) and paygrade. Personnel in paygrades E4 and below can expect to attend a maintenance operator pipeline, while personnel in paygrades E5 and above will normally attend the journeyman or master pipeline.

Specific details of each pipeline can be obtained from any STG or OT detailer. Each pipeline is dependent on class availability, OBLISERV requirements and the level of previous qualifications. For example, an OTA with level I qualifications will not normally attend advanced acoustic analyst training.

If you have further questions concerning the upcoming merger, contact us by phone or use our Internet e-mail address listed in the back of this [Link](#).

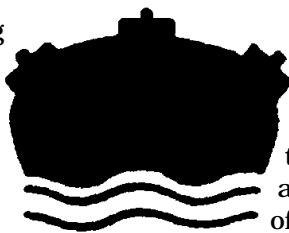
STGCM(SW) Junic R. Archer
RAO & E6-E9 detailer
PERS-406E & PERS-406EU

MN – Billet transition going smoothly

In January, minesweeping billets (MCM/MHCs) came on line. All of the MCM/MHC, GMG billets and half of the seaman billets now belong to mineman. The remaining seaman billets will convert 1 October 1997.

STG, OS, and BM billets not presently held by minemen will convert at the PRD of the individual currently holding job.

Minemen now serving in these billets (STG, OS, BM, and GMG) are a major reason why this conversion plan will work. By having volunteered for MCM/MHC duty, they prevent an imbalance and have allowed for a smooth transition; this is simply due to the fact that when conversion occurred our community received credit for minemen already



out there. BZ to all of you and be very proud of your significant contribution to your community and Navy. Conversion of CPO billets will begin 1 October 1999 based upon current filler at PRD.

Homebasing

Homebasing concepts have placed new challenges on all detailers. One of the big selling points to this new idea is lowered move costs.

With today's shrinking PCS and TEMDUINS budgets, detailers are now required to do more with less and homebasing will be a helpful solution. However, Texas is the only location, or fleet

concentration area (FCA), where the mineman community can have the program implemented. Moreover, as the mine force grows, more moves are required.

Most mineman moves require either overseas or coast-to-coast travel and therefore are very expensive. Based on typical move costs and current budget constraints, some FY97 late moves might not happen on time. Some minemen may end up waiting until October 1997 for transfer; however, we will try to minimize the impact on sailors. The determining factor for prioritizing transfers will be readiness.

MNCS Frank H. Darnold
MN E1 - E9 Detailer
PERS-406EM

TM – First-term Sailors need to plan now

While the Navy continues to right-size, the torpedoman rating remains overmanned. Overmanning presents several challenges that affect your ability to plan a career in the Navy.

Currently, first-term personnel are not getting ENCORE approval and are faced with either separating at EAOS or cross-rating to a rate in a higher CREO group than torpedoman.

Consequently, first-term personnel need to plan for this in advance. See your career counselor and find out what your options are.

Too many Sailors are waiting until the last minute to make these decisions, which further affects the number of options available to them. If you do not fall into the category of first-term and are interested in converting, each request will be treated on a case by case basis. All requests will not automatically be approved. Any questions you have concerning your career feel free to contact me personally or via e-mail.

TMCS(SW) A.L. Neese
TM Detailer
PERS-406EW

RM, DP merger – continued from page 51

school will be designated radioman and will wear the RM rating insignia.

Q5: When will the new RM billet structure be in place?

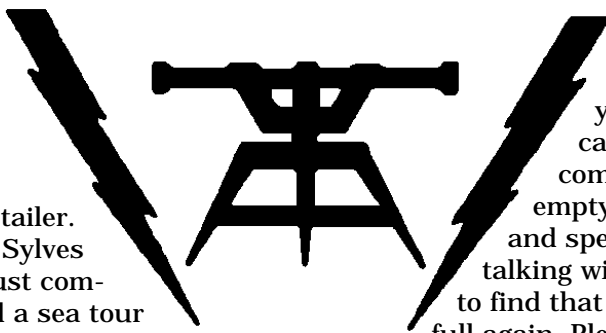
A5: 'The merger POA&M requires all billets/personnel to be officially' converted to RM in October 1997, at which time the official records of all RMs and DPs

will indicate their new rating. We suggest individual commands start thinking about reorganization and will accommodate the merged rating.

We recommend interested Sailors and command career counselors review NAVADMINs 215/95 and 059/96 announcing the RM, DP merger, and NAVADMIN 256/96 announcing the most current REGA/CREO guidance. Requests for radioman

(surface) rating entry via the March 1997 Navywide exam (cycle 155) should be submitted for approval via Form NAVPERS 1306/7, include AFQT and AS-VAB scores. For more information contact CDR Jim Taplett, PERS 2211, DSN 225-3875, commercial (703) 695-3875, or RMC (SW) Tim Martin, PERS-2211, DSN 224-6855, commercial (703) 614-6855, DSN 224-6855; Fax DSN 224-6502.

FC – New faces, contacting us



Welcome aboard to FCCM(SW) Cherry who has relieved FCCS(SW) Stout as the fire control rating leader. Master Chief Cherry comes to us from San Diego. FCCS(SW) Stout has departed for sea duty to go work on the Navy's latest and greatest fire control technology, Cooperative Engagement Capability (CEC).

We wish Senior Chief Stout all the best in his new job and extend a Bravo Zulu for completion of a very demanding tour at BUPERS.

We would also like to welcome aboard FCC(SW) Sylves who will be relieving FCCS(SW) Palmer as the Atlantic fleet E1 to

E6 detailer. Chief Sylves has just completed a sea tour on board USS *Leyte Gulf* (CG-55). Senior Chief Palmer will be returning to sea duty.

E-mail and voice mail

We make every effort to return voice mail messages but even if we don't get back to you right away, rest assured that we will work on any pertinent information you leave for us.

This is the same for e-mail. You should also understand that if voice mail is full then we are obviously extremely busy. A full

mailbox should be treated as a busy signal and you should keep calling. It is not uncommon for us to empty our voice-mail and spend five minutes talking with someone only to find that our voice-mail is full again. Please be patient and leave short messages with all the necessary information.

We are finding that e-mail is very effective for members that have just entered their nine month PRD window. Sometimes it is hard to convey complicated issues and makes communications cumbersome. If you find it difficult to get your point across in writing, continue to use the phone.

FCCS(SW) M.A. Palmer
FC Detailer
PERS-406CF1

ET – Continued from page 51

move is always good) and the orders are easier to write. Remember, though, we still have billets in non-fleet concentration areas (FCAs) that must be filled. Areas like the Pacific Northwest and Florida are much in demand; hence these billets are scarce and go quickly. We cannot create a billet to keep you in an area. Maintaining ship readiness and best use of your NEC skills will be critical in determining your assignment.

Get your pins!

Earn your warfare qualification. An ESWS or EAWS qualification opens more doors (ET2s become eligible for some ET1 billets), aids advancement (you get points) and, most importantly, the qualification process gives you a knowledge how the various departments of a ship work together to build an effective combat unit. Completing a three year ship-board tour without an ESWS should prompt you to seriously reevaluate how you use your time.

Spouse collocation

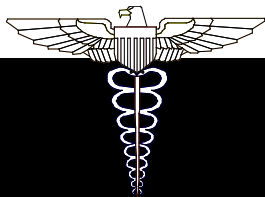
Spouse collocation is a detailing request. If both spouses are servicemembers, both members must request it. We will try to put you in your requested location, but your request is for collocation,

and we will send you to valid billets in the same geographical area that may not be the location of your choice. Females will go to sea when they rotate from shore duty. Due to the scarcity of female billets aboard ship (getting better all the time), available female sea billets will often be the determining factor with duty location. So be patient and work with the detailer.

Well, that's enough for now. We will make every effort to serve you better. You can make transition from one assignment to another a better experience by fully evaluating your skills, professional development and career path needs. We have no "hidden requisitions or secret handshakes", the detailer will offer whatever is available to you. You have a nine month detailing window. Use all of it! Call your detailer when you get within nine months of your PRD and work with him for a career enhancing, challenging and hopefully rewarding follow-on tour.

ETCM(SW) H.K. Long
ET Rating Assignment Leader
E7-9 detailer
PERS-406D

Medical & Dental



From the head HM detailer

'I can't reach my detailer!'

A common refrain from frustrated Sailors trying to call PERS-407, recently complicated by several detailing desk swaps required to accommodate our move to Millington, TN and to cover our departing detailers.

HM 8408, 45, 46, 54, 63, 66, 67, 83, 86, 89, 8541

E-mail most effective communication

My name is HMC(FMF) Anthony Weatrowski and I am the new HM 8408, 45, 46, 54, 66, 67, 83, 86, 89, and 8541 NEC detailer. I am relieving HM2 Kloos who is leaving in April for the USS *Harry S. Truman*.

One goal I have set for myself upon arriving here is to be accessible to personnel in the fleet. I may be contacted via tele-

phone (DSN: 224-6420) or e-mail (p407cg@bupers.navy.mil). E-mail has proven to be a valuable tool for those of you who are overseas, and you can normally expect a reply within three work days.

I also would like to express the importance of maintaining a balance in your sea (overseas)-shore rotation. Realizing there

If you need to contact your detailer, I strongly encourage using e-mail whenever possible. However, e-mail is not a substitute for special requests (HYT, termination of shore duty, school requests, collocation, special duty, etc.). If you don't have e-mail in your office, check to see if you may send a message via your command career counselor. Our e-mail addresses may also be reached via the Internet from your home computer. E-mail normally affords you a guaranteed response within five working days and often eliminates the frustration of busy signals and voice mail. Detailing responsibilities assigned to each desk code remain the same, only the names and voices have changed. See the updated listing to identify your detailer.

HMCM(SS) Rich Osborne
HM Leading Detailer
PERS-407CB1

are some NECs that have limited sea or overseas opportunities, each of you should be eager and willing to take assignments to sea or OUTUS stations.

Challenging and rewarding assignments to sea and overseas will significantly enhance advancement opportunities in your Naval career. I look forward to working with each and every one of you in the fleet.

HMC(FMF) Anthony Weatrowski
HM 8408, 45, 46, 54, 63, 66, 67, 83, 86, 89, 8541
Detailer
PERS-407CG

HM 8434, 85, 95, 96; 8501, 03, 05, 06

Be patient on your 1306 requests

Hi, shipmates. I just took over for HMCS(AW) Kelley as the detailer for 8434, 85, 95, 96, and 8501, 3, 6 members.

There are several ways for you to contact me at BUPERS. By telephone you can reach my voice mail if all my lines are busy. You can also leave an e-mail message (p407cr@bupers.navy.mil or FAX a message (DSN 224-6502). When leaving any messages, please leave your name, SSN and

phone number where I can contact you. If using voice mail, speak clearly and slowly.

Currently, I handle a large group of constituents and receive numerous other requests daily. If you have submitted a 1306, please allow four to six weeks after your request has left your command to get an answer. I receive a large volume of calls requesting to follow-up 1306 requests that have not yet been submitted by the command. Please check with your command career counselor first prior to calling me.

All special requests should be routed through your command career counselor and your chain of command before contacting the detailer.

Continued on page 57

'C' school opportunities 'excellent'

The HM rating continues to have excellent opportunities for professional and technical growth. For the fiscal year 1998 schools quota plan, the Navy offers formal academic training through "C" school attendance for more than 40 health-related fields.

HM "C" School detailers process over 4,000 school packages annually to select applicants for over 1,500 training quotas. If you want further training, get college credits, a selected reenlistment bonus, or get employable skills and rewarding career opportunities, there may be a "C" school that fits your interest/goal. See your command career counselor today!

Frequently asked questions

1. Is it true that ASVAB is no longer required for HM "C" schools?

Ans. With the latest CANTRAC changes (August 1996), ASVAB scores do not disqualify a member from applying for HM or DT schools. However, PERS-407 still considers ASVAB scores in the assessment, screening, and selection of best qualified school students. To enhance your eligibility for selection, you should submit any additional information available, such as occupational aptitude test scores, academic achievement (DANTES, PACE, Correspondence courses, civilian college, etc.). Note: other schools, or 'component' schools within the training pipeline, outside the BUMED umbrella still prescribe minimum ASVAB score selection criteria (e.g., 8402/8493/BUDS, etc.).

2. What HM "C" schools are eligible for automatic advancement under the STAR program?

Ans. MILPERSMAN 1060021 provides a current listing of courses of instruction that are eligible for automatic advancement under the STAR Program.

3. If approved for school, how soon will I go to school?

Ans. You can expect to transfer not earlier than completion of minimum activity tour (DOD tour for overseas). Depending on available PCS and training dollars, you might not transfer until your PRD. If you are assigned to sea or overseas units, you may have to extend onboard until the first available school seat - you have priority.

4. How much time do I have to reenlist or extend for school?

Ans. HM and DTs will incur minimum obligated service based upon number of weeks-of-training (see TRANSMAN 7.03). Obligated service is normally computed from class convening date. If it is an SRB-eligible school, 36 months obligated service from graduation date is required. It should be noted that all "C" school students are made available for assignment to sea or overseas. Should a "C" school graduate not have sufficient obligated service to serve an accompanied tour, the member will have to extend to transfer with dependents.

5. Will high year tenure (HYT) waivers be granted for E3 and E4 "C" school applicants?

Ans. Selected applicants will be granted HYT waivers not exceed total active Naval service of 10 years for E3 and 12 years for E4. This is a temporary change to the HYT policy, and an approved HYT waiver is contingent upon the student successfully completing the school or training pipeline and incurring required obligated service. (NOTE: A request for a HYT waiver must be submitted simultaneously with the C school application package.)

HMCS(SW/FMF)Edwin Chavez
HM "C" School Detailer
PERS-407CK

1306 – Continued from page 56

PRDs

It is your responsibility to contact me in your PRD window to negotiate orders. If your PRD is within the next couple of months and you haven't contacted me, I

will choose your orders for you, especially if there is a hot fill.

Also, be aware of your shore-sea rotation. Normally, if you are coming from overseas (except Hawaii, and sometimes type 6 duty), you may expect to go to shore duty. If you are coming from shore (type 1 duty), you may either be assigned to sea duty, or extended onboard until a

sea or overseas billet is available. Before contacting me, it is highly recommended you speak with your spouse to determine location and type duty you desire.

I am looking forward to serving each of you to the best of my ability.

HMC Robert Calise
HM 8434,85,95,96,8501,03,05,06 Detailer
PERS-407CR

DT – The road to success paved with diversity

You should manage your career path with careful consideration of the alternatives available. Your career counselor, LCPO, and detailer can provide the information you need to successfully chart your course.

Whatever path you choose, you should maintain our rating's sea-shore rotation pattern. Both shipboard duty and service with the Fleet Marine Force (FMF) are challenging, arduous and rewarding duty. Successful demonstration of your technical and managerial abilities at sea or while assigned and deployed with a Marine or Seabee unit is looked at positively by selection boards. Dental technicians who accept the challenge are being recognized and rewarded for their efforts.

Good news for HM-8402

Thanks to a very successful recruiting effort and the introduction of the 8425 to 8402 conversion program, the submarine IDC force community is in the best of health.

This is mostly attributable to the significant efforts of the enlisted community manager, command master chiefs, and many people on the BUMED and OPNAV staff. Today, 100 percent of our training quotas are filled. Incentives have done the job for recruitment and hopefully will remain in place. Onboard, IDCs can expect normal sea-shore rotation. UPL reports as of Febru-

ary 1997 are at an all-time low, thanks to the great support of squadron and group corpsman.

The job now is to continue attracting and recruiting the best-qualified candidates for submarine IDC - it all starts with you.

*HMC(SS/FMF) John Werner
HM 8402,07,16,32,51,52 detailer
PERS-407CJ*

Sea-shore by paygrade and NEC

E8-E9..... 36/48 8732 .. 36/48 8703.. 36/48
E5-E7..... 36/48 8752 .. 36/48 8708.. 36/48
E1-E4..... 36/36 8753 .. 36/48 8783.. 36/48

All CONUS homeported shipboard duty is 36 months. DOD tours and type duty fully govern the tour length of ships home ported overseas. PO3s and above can request a 36-month accompanied tour overseas. Prior to duty with the FMF you will be assigned to Field Medical Service School for seven weeks training in the function and mission of USMC field units. Vigorous physical readiness training is included in this school; don't forget your favorite running shoes.

If you're at the "fork in the road," don't make an uneducated decision; consider your options and define your priorities. Consult with your career counselor and your detailer; he or she may be able to give you the map to a successful, rewarding career path.

*DT1(FMF) Lynn Jones
DT E1-E4 detailer
PERS-407CD1*

Good to know

EFMP and you

The Exceptional Family Member Program (EFMP) is a mandatory program designed to identify family members with long term health care or special education needs. The program does the following:

- Assists the servicemember in identifying available services at their next assignment area.
- Confirms the availability of medical and educational support at overseas locations.
- Identifies those who require assignment within major medical areas.

How do I enroll?

Contact your command EFMP representative, local military medical treatment facility or Navy Family Service Center.

You will remain enrolled for as long as is necessary. Disenrollment requires an updated application form from your physician or school official.

For additional information, contact EFM Program Manager (PERS-662D8), Bureau of Naval Personnel, 2 Navy Annex, Washington, D.C. 20370-5662



From the rating assignment officer

Managing a successful career

It has been more than a year since becoming a part of the BUPERS team. My, how time flies. There have been lots of changes in the past year. The advent of JASS and homebasing coming on line will give the individual Sailor more control over the direction of his or her career.

The hot fills list and BUPERS Access are always a good resource for information and feedback

to the detailee. The Internet has made every detailee available to his rating community, virtually around the clock. Base closures and homeport shifts will continue to limit our opportunities to serve at overseas locations. The one thing that hasn't changed is that successful Sailors establish career goals early and set plans to accomplish their goals over the life of their career.

There is no patented formula that will guarantee promotion. Sustained superior performance is now and forever will be a key element to promotion. Developing a background that is well diversified will do wonders toward achieving your promotion goals. Taking a challenging assignment could pay more dividends in the long run than going to that dream location. Many Sailors avoid going to sea duty until later in their careers. They become discouraged because their contemporaries promote ahead of them. Opportunities to serve at sea will only increase.

Continued on page 61

CTR - Clearing the air on common detailing requests

I'd like to make a few clarifications on some common detailing processes. Specifically, I'll be addressing spouse collocations, GUARD III, school reenlistment incentives, and rotation requirements. If these issues don't apply to you directly, please familiarize yourself with the information for when the opportunity arises to provide career counseling to other Sailors.

Spouse collocations

In regards to military couple assignments policy, please take the time to read over paragraph 3.21 in the Enlisted Transfer Manual (NAVPERS 15909F) before submitting a request for spouse collocation. In this budget-conscious day, you can't expect an automatic approval upon submission.

When submitting the appropriate 1306 for spouse collocation, both spouses must submit

the request each time orders are negotiated. Please ensure both requests reflect the same three geographical locations desired by the individuals. When the request is submitted, the negotiating process shifts to the detailers concerned.

The priority is to get the military couple to the same area. Keep in mind that the detailers must comply with policy that requires that couples do not have the same reporting senior. If spouse collocation forces one of the members to break their normal rotation, ensure the first evaluation at the new command reflects that rotation was broken in order to comply with spouse collocation.

GUARD assignments

Sailors are entitled to use two guaranteed assignment retention detailing (GUARD III) reenlistment incentives in a 25-year career. First term personnel are entitled to a GUARD III which can only be used for their initial reenlistment. A second GUARD III is

available for the remainder of the Sailor's career. Keep in mind that the GUARD is for either a geographical area or a specific platform. The member must be qualified and eligible for the duty requested (paygrade, NEC, rotation) and there must be a requisition available. Cost effectiveness is also considered. A GUARD is for the billet only and does not include any schools.

Continued on page 62

CTI – Take advantage of language quotas

If you want additional language training, submit a 1306/7 and include your DLPT and DLAB scores. We, in conjunction with COMNAVSECGRU, fleet CINCs, and individual commands are making every effort to afford you language training opportunities, whether on a PCS, TEMDU or local basis.

If you're interested in language training not listed on the right, or if your PRD does not match up with your desired class, you should still submit a 1306/7, as schedules change. My next *Link* article will contain FY98 language training quotas.

I would like to encourage each of you to take advantage of professional courses available from the National Security Agency (NSA), Defense Intelligence Agency (DIA), and Office of Naval Intelligence (ONI). Quotas are available for military language programs at the NSA in the Arabic, Chinese, Korean, Persian-Farsi, Russian, and Spanish languages during FY98. Opportunities are also available for several other programs at the NSA: the Middle Enlisted Cryptologic Career Advancement Program (MECCAP), Military Intern SIGINT Analysis Program (MINSAP), and Military Cryptanalytic Linguist Training Program (MCLTP). DIA and ONI offer two outstanding opportunities: Undergraduate and

Defense Language Institute, Foreign Language Center (DLIFLC) FY-97 class quotas include:

<i>Class</i>	<i>Convenes</i>	<i>Quotas</i>
Georgian Basic	970811	1
Portuguese Basic	970717	1
Serbo-Croatian.....	970521	2
Conversion		
Tagalog Basic.....	970605	1
Russian Intermediate	970807	2
Spanish Intermediate	970619	1
Vietnamese Refresher	970505	2
.....	970804	
Arabic Refresher.....	970707	2
Korean Refresher.....	970519	1
.....	970902	2
Russian Refresher	970602	3
.....	9709083	

Post-Graduate Intelligence Programs (UGIP/PGIP). You must have a minimum 2/2 DLPT, be eligible for rotation to shore duty, and make a six-year commitment to qualify for these highly-competitive programs. Submit your 1306/7 and include copies of your last three evaluations and DLPT scores.

CTICS(NAC) E. Miranda
CTI Detailer
PERS-408CE

CTM – Looking out for your career

The March advancement exam is behind us, so we can get back down to the basics. With opportunity for advancement on the horizon, make that career move and promote yourself through career initiatives.

Seats are still available for Fleet Cryptologic Systems Maintenance, Outboard II, and Combat Directional Finding System

Maintenance. The training seats are going fast, submit your NAVPERS 1306/7 for school incentive now.

Other training in the world of networking and AIS is available, but seats are limited. For those senior second class petty officers, an instructor tour in Pensacola can be very rewarding.

Extension requests

With the exception of special circumstances, extensions in one year increments are normally approved for Type 2 (sea duty), 3

(isolated duty), or 4 (overseas sea duty).

The most common causes for disapproval are submitting the request to close to your PRD, billet reductions, large numbers of promotions at your command. If you are interested in extending at your present command, I can't over emphasize the need to submit your request nine to 12 months prior to your PRD.

In closing, I hope the study-ing paid off and I see your name on the advancement list.

CTM1(SS) W. Jessup
CTM Detailer E5 and below
PERS-408CF1

CTO – Detailer's most frequent questions

Hello, I'm CTOC(SW) Joe Greenwell. Seems like just yesterday when I reported aboard from warm NAVSECGRUACT Sabana Seca, Puerto Rico to frigid Washington, DC as the new CTO detailer at BUPERS.

I look forward to serving you as your detailer and wish CTOCS McDonald fair winds and following seas as he moves to the manpower division at COMNAVSECGRU.

Since my arrival I have noticed that I am continually answering the same questions on the detailing policies that affect us. To help you understand, I will address the most common ones:

Q: May I extend my PRD to match my EAOS?

A: We are approving this type of extension only for Sailors who intend to separate at their EAOS. However, if you intend to separate, but have more than a year until your EAOS, you may still be eligible for orders.

Q: What if I don't OBLISERV for orders?

A: Your current command is required to notify PERS-408 of your intentions within 30 days of receipt of orders. If you have less than one year remaining until your EAOS, your orders will be canceled and you will remain on board. With more

than a year before EAOS, your OBLISERV may be waived, requiring you to execute the orders.

Q: What is my current rotation for PCS?

A: For E6 and below, the current rotation is two out-tours and one in-tour. For E7, the rotation is one in and one out. E8/E9 rotates two in and one out. Expect at least one sea duty tour.

Q: May I break my rotation?

A: Generally, no. Rotation for E6 and below is strict, except during extenuating circumstances. Rotation for E7-E9 may be broken for the needs of the Navy.

Q: Can an E5 be put in an E4 or E6 billet?

A: A common perception is that we can go "one-up" or "one-down" when detailing. The only time I can do this is when I am out of requisitions for a particular

paygrade, or when I am detailing someone under special circumstances. EPMAC has final authority on all paygrade substitutions.

Q: Do you know when a particular duty station will be on your requisition?

A: No. Even if I think a billet may open up soon, there is no guarantee it will be on the next requisition.

Q: Can you pencil me in for duty station, then let me call you back later to verify that I want the orders?

A: No. Once you have been posted to a duty station, the orders are yours. When you tell me you want a particular duty station, you've accepted "verbal" orders from me.

Consult your career counselor before calling. They should be able to answer many of your questions.

CTOC(SW) Joseph Greenwell
CTO Detailer
PERS-408CG

Sailor's Creed

I am a United States Sailor.

I will support and defend the Constitution of the United States of America and I will obey the orders of those appointed over me.

I represent the fighting spirit of the Navy and those who have gone before me to defend freedom and democracy around the world.

I proudly serve my country's Navy combat team with *honor, courage and commitment.*

I am committed to excellence and fair treatment of all.

EW – Steering a new course for the future

A new and innovative process of detailing is headed our way soon. The Job Advertising and Selection System (JASS) is alive and well and currently being used by the enlisted aviation ratings.

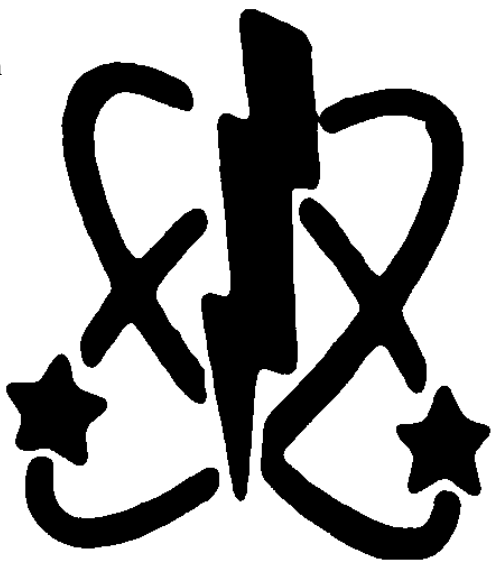
JASS eliminates "first come, first serve" detailing. The detailer selects the best applicant for the job based on the qualifications of Sailors who apply for a specific billet.

For all commands that have the JASS system in place, users will be able to review the new monthly requisition and apply for up to five jobs listed during the first week of the requisition cycle.

The second week JASS will be closed while detailers select applicants and write orders, and will be open again during the middle of the month (or update) requisition cycle.

If your command does not have the JASS system do not fret. You can contact us (yes, we will still answer the telephone and respond to e-mail) and we can apply for you for a specific requisition.

We will only look at applications of personnel who are within nine months of their PRD, and are staying within their sea-shore rotation (do not apply for a shore duty billet if you are due sea duty).



Homebasing is an excellent way to reduce PCS costs and benefit the Sailor at the same time. Keep in mind, however, if there are no requisitions available at your home base we can only offer you what is available with regards to fleet priorities. For more info on homebasing refer to NAVADMIN 162/96.

Got any ideas?

A few *Link* articles back we talked about the new advanced integrated electronic warfare system (AIEWS), which will be the follow-on replacement system for the SLQ-32(V). Developments are on track and the production phase may start as early as August of this year. Any input to help in the design of this system or what it's capabilities should be are welcomed. Please forward your recommendations to your respective TYCOM.

Well, that is about enough for now. Don't hesitate to call, and please use our voice mail and e-mail systems to stay in touch with us.

*EWCS(SW) D. Jenkins
E7-E9 Detailer*

*EWCS(SW) D. Foster
E1-E6 Detailer*

Making ends meet

Budget concerns are always a priority issue. "Trying to do too much with too little" is a familiar phrase and it pertains to the detailing process as well.

We will continue to send personnel through training as often as possible when fleet requirements justify, but do not be discouraged if we can not meet all of your requests. Some training may have to be deferred to a later time.

CTR – Continued from page 59

School incentives

School reenlistment incentives allow the member to request a specific school in exchange for reenlisting for at least four years. There must be a quota available for the school requested and the member must be eligible for the training. The follow-on duty station after training is not part of the incentive program. Read chapter 8 in the Enlisted Transfer Manual for more information on reenlistment incentives.

In closing, I'd like to review our rotation requirements (read OUTUS/CONUS):

E1 to E5	E6	E7	E8	E9
2/1	1/1	1/1	1/2	1/2

Please remember this when considering duty preferences and calling to negotiate for orders.

Aircrew requirements are still a hot fill. If you are in excellent physical condition, a strong swimmer, qualified for 9169 Morse code NEC, and looking for challenging duty, give me a call.

*CTR1 K. LOGSDON
CTR E1-E5 Detailer
PERS-408CH1*

CTT – 1996 year in review

Well 1996 has come and gone and we have one more year of history recorded.

"T-birds" saw the closing of NSGA Edzell, Scotland and a corresponding buildup at NSGA Denver.

SRB went up to 4.0 for first termers across the board.

Due to an increased availability of racks on ships (however slight), we were able to assign more women to DIRSUP billets on surface ships and enhance their potential for advancement.

More members were looking for that hard tour of duty to enhance

their promotion opportunities (i.e., Diego Garcia), especially personnel with conventional ELINT backgrounds.

Conventional

ELINTers have been showing up at WIZARD sites in ever-increasing numbers over the past year, which has made it possible to release WIZARD trained personnel for duty in direct support shops and BFEA billets in record numbers.

E5 sea/shore rotation changed from 2/1 to 1/1 and back to 2/1.

EAOS vs PRD

Feedback from the field indicates some confusion exists for Sailors returning to CONUS tours from overseas with respect to PRD and EAOS. When assigned to a CONUS tour of duty, your EAOS may not always match your PRD.

Unlike DOD tours overseas where you must incur hard OBLISERVE for the full tour length, CONUS tours do not always have that requirement. A normal CONUS tour is 36 months. In most cases, an individual will be asked to OBLISERVE for a MAT (minimum activity tour - usually 24 months) however,

should they elect to remain on active duty, they will be required to complete the full 36 months tour of duty before transferring to their next command.

Notes on CONUS tours:

1. PRD will normally be 36 months from date received on station.

2. PRD will not necessarily coincide with EAOS.

3. OBLISERV will normally be 24 months to complete a MAT (minimum activity tour) after returning from overseas.

4. At EAOS member has the options to separate, re-enlist, or extend to PRD.

As we progress through FY97 and into FY98, overseas extensions

and re-tours will continue to be considered favorably, wherever possible, to help ease constraints on PCS and TDI funding. From a requirement standpoint, OUTUS/sea duty billets take precedence over CONUS billets which is controlled by the Enlisted Personnel Management Center (EPMAC) and the respective manning control authorities.

In the future, as in the past, opportunities for CONUS extensions will continue to be few and far between and will be handled on a case-by-case basis. We will make every effort to afford equal opportunities throughout the rating and maintain fair-share manning for the community.

CTTCM (AW) S. SAMPSON
CTT Detailer E6-E7
PERS-408CJ

CTT1 F. ROGERS
CTT Detailer E1-E5
PERS-408CJ1

The Back Page gives supervisors, career counselors and Sailors a handy reference for useful career information.

Turn to The Back Page for the latest requisitions, morning and night detailing dates, advancement exam and selection board schedules.

Read the *Link* and pass it on!

CTM Techad – Forging new paths

It is a very dynamic time to be a CTM. There are many challenges ahead and with those challenges come opportunities to contribute and excel. The people in the CTM rating have a unique understanding of systems through their knowledge of system interfaces and relationships at the hardware level. This insight coupled with experience in problem resolution and innovation will provide new paths for CTMs in the future.

It was over a year ago when CNSG sent out their first vision message, and there is an update in draft as I am writing this article. The message will probably be distributed before this article is published. Take the time to find a copy and read it. It should provide insight into the CTM rating future over the next four years.

New technology needs being met

Our rating must continue to respond to the acceleration of changing technology. A number of efforts are ongoing to help meet the challenge. The CTM Delta training package was designed to help assist personnel in the field update their knowledge with basics of today's technology. CTM "A" school was directed to implement updates in software operating systems, networking technology and computer maintenance. Several of our "C" schools have updated their curriculum to include coverage of operating systems and network technology. There is also an initiative in CNSG N4 to review and update EMO processes worldwide to eliminate outdated procedures and rework in maintenance support.

The support that CTMs are being asked to provide is broadening. System maintenance used to primarily revolve around equipment hardware maintenance and logistics support. Today's suc-

cessful technicians bring knowledge in software operation, configuration and administration in their tool bags. This provides a rounded viewpoint that helps technicians understand the big picture when providing system support.

Goal is 'total system support'

This is a natural progression for CTM personnel. Technical training for CTMs should help foster understanding of the total system approach to troubleshooting. We need to have knowledge of the hardware, the ability to analyze system functional blocks, software functional configuration, the operational interface and the external communications flow in addition to logistics and installation support. CTMs need to develop their understanding of system operations to provide system support.

This distinguishes CTMs from operational personnel who are relied on to become experts in their specialized areas. CTMs need to establish a broader view to provide support for installation, checkout, operation, hardware maintenance, software configuration and administration, life cycle and logistics support – total system support.

There are already many commands where this perspective has been implemented. Continue the work in support of this development where you can through study and training. Your assistance will prepare the CTM rating to meet future requirements.

A final note: My e-mail address has changed. Please note the change to P221N3@bupers.navy.mil.

CTMCM John Pardun
PERS-221N3
CTM Techad

"Today's successful technicians bring knowledge in software operation, configuration and administration in their tool bags."

Good to know

Navy Core Values: Benchmarks for behavior and leadership

Honor: "I will bear true faith and allegiance..."

We conduct ourselves in the highest ethical manner and are honest and truthful in dealing with each other. We are willing to make honest recommendations and accept those from juniors. We encourage new ideas and deliver bad news. We abide by an uncompromising code of integrity, taking full responsibility for our actions. We keep our word.

IS – Current manning status

Over the past six months we have seen an increase in the number of enlisted personnel authorizations (EPA). The billets authorized, (BA) have remained fairly constant while the inventory (INV) has continued to decline.

Based on this information it is plain to see that we are experiencing difficulties in meeting fleet requirements. The table at the bottom of this page shows the hard-hitting reality of where we are now.

In an effort to decrease the deficit in personnel, the Bureau has taken several aggressive steps. These include changes in high year tenure (HYT), an increase in Zone B selective reenlistment bonus (SRB) money, changes in sea-shore rotation lengths, and a new procedure for transferring chief petty officers from shore duty to vacant sea billets. Each of these initiatives was designed to have the least negative impact on personnel while having the biggest impact on meeting the needs of the fleet.

What it means to you

Let's look at the changes that have been or are being implemented and see what they mean to you.

First, the changes in HYT outlined in NAVADMIN 107/96. The biggest change was that in order to remain on active duty, members would be extending for sea duty, (Type 2, 3 or 4). This was designed to allow a Sailor to remain on active duty beyond his or her peers and fill the needs of the fleet.

Second, changes in Zone B SRB were instituted to keep our second term Sailors in the Navy. Once a Sailor has reached the six year mark, a great deal of time and money has been invested in them, and it is only natural for the Navy to want to keep those people around and use that expertise in

the fleet. The previous SRB had been .5, so you can see that we are serious about keeping good people.

Third, the changes in sea-shore rotation were necessary to ensure timely reliefs for Sailors at sea. The new program changed sea duty tour lengths for E5 to E9 to 42 months and shore duty tour lengths at 36 months. This means that there will be a larger pool of personnel coming off shore duty to fill sea duty billets with adequate time for a turnover.

Finally, the changes effecting the rotation of CPOs from shore to fill vacant sea duty billets will allow greater flexibility in detailing E7, E8 and E9s to sea duty. Currently there are no master chief sea duty billets outside of the command master chief program. This new policy will assist with the CPO placement program and ensure that we have sound leadership at sea for our rating.

IS retention tops Navywide levels

Our retention levels have been fairly consistent and are higher overall than the Navy:

	1st Term	2nd Term	3rd Term
IS	46.4%	51%	52.7%
USN	34.8%	59.5%	44%

Here's what all of this means to you during negotiations for your next set of orders:

- Sea duty billets = 953 or 51.49 percent.
- Shore duty billets = 886 or 47.87 percent.

Sea duty is #1 priority

The harsh reality of all this is that the number of sea duty billets drives us to meet those requirements. Your individual desires for staying in one geographic area will be looked at and balanced against the fleet needs. No matter how many initiatives for homebasing or PCS cost reductions are put forward, we are still a sea going rating and we have two fleets to man.

Joint assignments within the various CINCs and the Defense Attache System (DAS), are still vi-

Continued on page 66

IS manning picture



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV
EPA.....	1926	1926	1926	1926	2007	2007	2007	2007	2007	2072	2072
BA.....	2019	2023	2024	1953	1960	1954	1954	1965	1970	1961	1963
INV	1877	1878	1895	1885	1879	1872	1879	1872	1861	1833	1824
DELTA	49	48	31	41	128	113	128	135	146	239	248

CTA Techad – Shaping tomorrow's CTAs

Congratulations for the many accomplishments in 1996. CTAs stationed throughout the world played major roles through hard work, dedication and professional expertise.

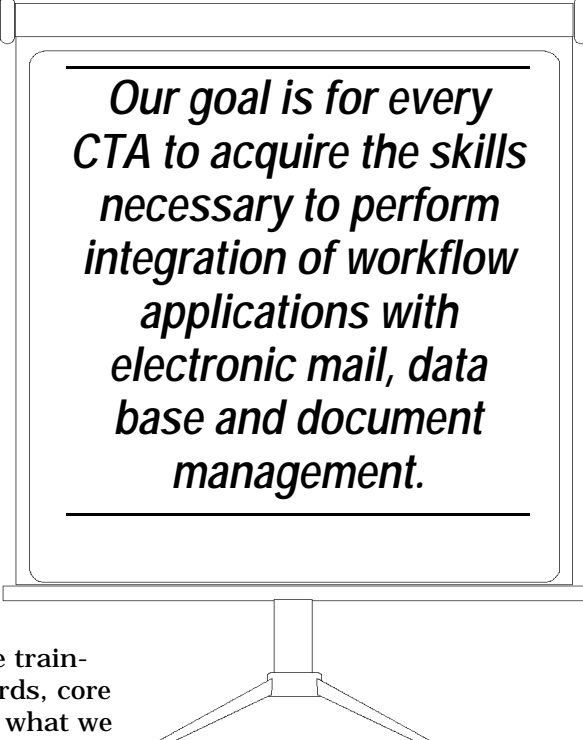
Thanks for a job well done. I am looking forward to the many new opportunities the new year will offer for us to prove we are prepared for any challenge.

Focus on the CTA of the future will remain a top priority. This year's annual review of "A" school curriculum, professional and advancement-in-rate training, occupational standards, core skills, etc. will revalidate what we do and how we do it.

As our jobs evolve, we will focus on the automation of procedures where documents, information or tasks are passed between systems to achieve or contribute to, an overall automated operation.

Our goal is for every CTA to acquire the skills necessary to perform integration of workflow applications with electronic mail, data base and document management.

This transition will be accomplished through revisions to



Our goal is for every CTA to acquire the skills necessary to perform integration of workflow applications with electronic mail, data base and document management.

'A' school curriculum occupational standards, maximum use of CBTs for Delta training and hopefully future standardized "C" school level training.

Each of the other initiatives that were being worked during the past year will continue throughout 1997.

SRB for Zone A eligible first term personnel will remain in place so that we may retain our most valuable asset – Sailors.

Efforts will continue to ensure revisions to RTMs are com-

pleted sooner and that they continue to reflect the most current occupational standards and rating skills. Keep a lookout for the new revisions.

Delta training will continue as an efficient way to provide essential training to today's CTAs. A strong commitment from leading petty officers to chiefs will be needed to ensure that this material reaches all hands. It is a valuable training tool.

Limited opportunities will exist for E6/7 personnel to fill Defense Attache billets at U.S. embassies at a variety of overseas locations. These assignments will provide qualified senior CTAs an unique opportunity for professional growth in a joint staff environment. (For more details call the CTA detailee).

Pay attention to your training and professional development. Competition for promotion and selection is going to get tougher every year. Set goals, prepare and study hard so you can get the recognition you deserve.

Remember it is your career and it is in your hands - don't short change yourself.

CTACM Brian Farrell
CTA Techad
PERS-221N1

IS – Continued from page 65

able options for rolling to a shore assignment. DAS assignments require a rather lengthy lead time, as there may be language training involved. The duties and responsibilities are administrative in nature and allow an individual to learn about a foreign culture on a firsthand basis. DAS assignments are open to paygrades E5 to E9. If you are interested you should contact the Bureau at least 12 months out from your PRD.

Bottom line – There will always be a job for good Sailors, and sea duty is a fact of life in our rating and it is becoming an even bigger fact of life.

ISCM(SS/DV) S.J. WILLIAMS
IS E6 - E9 Detailee/Techad
PERS-408C

CTT Techad – Billets and bodies

What's going on in the world of billets for the "T-Branch" community? Lots of subtle changes and the potential is there for some very significant mission shifts in the near future.

As is always the case, we are experiencing fluctuations in Basic Allowance (BA) at most of our larger duty stations with billets being added and deleted in small

proximately 20 billets so far, and Ruffer has increased from 15 to over 30 billets (conventional ELINT NECs). BFEA billets have finally come on line at Gibraltar (one E5 and one E6). In Norfolk, DIRSUP opportunities have increased in the form of 17 additional BFEA billets to deploy on surface ships, and Fleet Information Warfare Center (FIWC) stood

we have between 35 and 40 billets there. Billets at the Office of Naval Intelligence (ONI) in Suitland, MD increased from 10 to 16. Our subsurface training schools in New England and Hawaii have closed for business and training is now being completed in Pensacola – all billets have shifted accordingly. Special warfare billets? Yes, we are going to play at the E5 level. We will

ive a total of 13 billets on the Cyclone patrol craft (five already on line) and an additional five billets on the Mark IV patrol boats.

With respect to end-strength the health of the community is on the upswing. In March the CTT rating was only 85 percent manned with many of the lower pay grades far below that figure. As of this writing (January 1997) we are up to 89 percent overall. That doesn't seem like much of an improvement however, it is quite an accom-

plishment. SRB has contributed to a positive trend in retention (especially for first term personnel).

We have experienced an overwhelming response from fleet Sailors desiring to cross rate to CTT, and an increased throughput at the "A" school has allowed us to sustain the greater influx of personnel. The silver lining to being undermanned is the tremendous promotion percentages we have enjoyed and should continue enjoy in the near future.

*CTTCM(AW) T. Sampson
PERS-221
CTT Techad*



numbers. For the most part these changes are transparent. Our overall end-strength does not appear to be diminishing in the foreseeable future as any closure billets will be "reinvested" at other mission areas.

Gains and losses

As a reminder, we no longer have ground analysis billets at VQ- 1 and VQ-2, which represents a loss of approximately 24 billets. In Denver the RAMROD program has increased to 108 billets, Ranger has stood up ap-

proximately 10 billets. We now have four analysis billets at Menwith Hill Station, G. B. (TechELINT/FISINT) and three BFEA billets at Digby (subordinate to Menwith Hill). FOSIF Rota billets moved to JAC Molesworth giving them a total of 11 billets. Our two remaining billets in Germany (Bad Aibling) will be going away in 1998-99. Edzell, Scotland closed for CTTs as of October 1996. Nine billets have come on line at Whidbey Island, WA in addition to the billets at VQ- 1 and all of the VAQ squadrons – all together

CTR – Plan on duty in DC, at sea

I get many questions on “Where can I go next?” or “Why do I have to go to the Washington D.C. area?”

The CTR rating has changed significantly in past years, most of which involves the location of our assignments and requisite training necessary for that next assignment. I'd like to address a few significant changes we have seen recently.

The Washington D.C. area comprises approximately 39 percent of all CTR billets (this varies with paygrade – senior paygrades hold the majority). With a large contingent of our CTR force being in the D.C. area, you can expect to do a tour or two there some time in your career.

The majority of growth in the DC area is coming from a large build up of billets within the Naval Information Warfare Activities (NIWA) arena. NIWA serves as an opportunity to lead the way in technology and for future applications dealing with all aspects of our CTR community.

Other CONUS (preferred shore duty) includes a large build up at NSGA Medina, TX (approx-

mately. 60 billets), and NSGA Fort Gordon, GA (approximately. 40 billets). Both sites require background in A&R and collection. We have had a small buildup at NSGA Denver, CO. The billets in Denver require a signals analysis background (approximately. 20 billets). NSGA Whidbey Island, WA recently stood up a small group with various specialized missions.

Some news on OUTUS. We have been experiencing a large number of billet shifts coming from both site closure and mission relocation. These dramatic changes cause the detailer to “close up” the detailing window to make sure we don't assign Sailors to locations where missions will be shifting or sites going away. So work with us and be patient.

We have had a large billet increase at NSGA Kunia, HI. Most of the gaining billets in Kunia are collection. The UK area has approximately. 60 billets, the majority of which are located at NSGA Menwith Hill, specializing in signals analysis. Rota, Spain and Misawa, Japan still hold the majority of our overseas require-

ments, (approximately 140 and 184 respectively) both shore and direct support. Site drawdowns are in place at NSGA Edzell, NSGA Hanza, and NSGA Anchorage. Additionally, mission drawdowns in HFDF are being seen at NCTAMS EPAC, NCTAMS WPAC, and NSGD Diego Garcia.

Sea duty, both PCS and direct support, encompass approximately 27 percent of the R-branch rating. We experienced a large amount of ship decommissions, but have a large number of new precommissioning units coming on-line which require CTRs as permanent ship's company. There are currently 77 afloat units that require CTRs and the number is growing. As with the DC area, look forward to a tenure at sea.

We continue to have a great deal of changes in our billet structure. Try and take advantage of some of the new challenging assignments our rating has to offer.

*CTRCM(SW) J. Doran
CTR E6-E9 Detailer
PERS-408CH*

RAO – Continued from page 59

Some of our Sailors can look forward to serving two or more tours in a flight billet or at sea. The number of at sea billets available to females will grow and give our women in ships the same chance to achieve their warfare specialist as their male counter parts. During the summer of 1997, 20 more ships will be fitted to accommodate women.

Get your warfare pin, master training specialist or your college degree. Finally, be proactive; don't wait until your detailer offers you a ship or flight billet; request it.

One final thought, nurture a life style that promotes good physical health. Nothing

frustrates a commanding officer more than to have one of his top performers ineligible for promotion because of their failure to maintain PRT standards. Flag, instructor, and staff billets require screening and eliminate individuals who fail to meet minimum standards.

Last, an individual can be administratively separated due to failure to maintain the Navy's standards. Make time in your schedule to ensure that this is not you. Honor your commitment to the Navy and give your best. Establish your course, map out your career, and set sail for a long and fruitful journey.

*CWO2 Wilbert Vaughn
Rating Assignment Officer
PERS-408C*



New director outlines goals

Greetings. I am CDR Larry Beigel the new director for enlisted TAR detailing. I had the distinct pleasure of relieving CDR Gibes this past October and have since been gaining a greater appreciation for this important and challenging position.

Over the last several months I have had the opportunity to see your detailers at work. Let me assure you they are truly among the finest professionals in the Naval Reserve. Each detailer is customer service oriented and has both yours and the Naval Reserve's best interests at heart.

Improve communications

I have set several goals for the coming year and I would like

to share one of them with you because you play an important role in it. My goal is to improve communications between you and your detailer. Your part is to call your detailer, submit 1306s, and schedule appointments with your detailer when he or she is in your area. The more information the detailer has, the better he or she is able to help you get the orders you want. Remember, you need to be planning and thinking ahead on what you and, if married, your spouse want in terms of orders.

Your detailer starts working your prospective orders nine months prior to your PRD. Your detailer must know what you want at that time. If you haven't

told him or her by then, you probably will not get the orders you want.

I know some of you are thinking that only half the story is being told here, and you're right. Not everyone is going to get the orders they want. But the odds of getting what you want or at least an acceptable alternative are in your favor if you have taken the time to communicate with your detailer.

Faster processing

The other side of the communication issue is where I come in. We are working to improve the turnaround time of your 1306s, return calls more quickly, and do better at keeping your command informed of orders and changes. If you have any ideas on how we can improve our service to you please let me know. My number is DSN 678-5109, commercial (504) 678-5109. The detailers and I look forward to hearing from you and working with you throughout the upcoming year.

CDR L. Beigel
Director, Enlisted TAR Detailing
NAVRESPERCEN (N4)

CMC, MCPO, SCPO – Career management, planning

During my tenure in TAR detailing. I have come across quite a few Sailors who have been energetic and willing to go to whatever duty assignment beckoned them next, but have no sense of career management. Chief petty officers need to assert themselves and assist their shipmates and subordinates rewarding wise considerations of options available such as:

- Maintain a good balance of sea and shore rotation. Promotion boards are looking more at this factor than ever before. Sea duty will give you better opportunities for getting experience and warfare qualifications while on sea duty, and capitalizing on off-duty education, and civic involvement while on shore assignments.

- If you want to stay in a geographic area

for more than one tour of duty, I'd recommend not choosing an area such as Jacksonville, Atlanta, or Whidbey Island, simply because these are highly requested areas that a majority of Sailors desire to serve. You will have opportunities to serve at these locations but extended stays at these locations will be unlikely.

- Seize opportunities for schools and special assignments like instructor duty, aircrew, and overseas DOD tours.

- Be patient, persistent and professional. If you don't get that assignment you really wanted right now, be sure to tell your detailer that you will still be interested next time.

AWCM(AWATAC) C. Glennon CMC/MCPO/SCPO Detailer
NAVRESPERCEN (N41)

PN, NC, Spcl Pgms – OBLISERV required

Anyone who has negotiated orders must meet minimum activity tours in the new area by obligating for at least two years of the three or four year INCONUS assignment. This justifies the expense of the shipment of household goods and relocation of family members.

It is important that commands adhere to Chapter 3 of the Enlisted Transfer Manual that directs that personnel must obligate service within 30 days of receipt of orders. Failure to comply with this requirement may result in an extremely short: tour for the transferring member or last minute refusals to transfer at all. This causes manpower gaps which could take six months or longer to fill. Commands are urged to notify Naval Reserve Personnel Center (N4) immediately when a member chooses not to OBLISERV.

An Administrative Remarks (NAVPERS) 1070/6 13) may be used in lieu of a hard OBLISERV in cases where personnel are transferring within the continental United States per Article 22.13. However, it is not recommended that option be used as there is no feasible reason not: to extend or reenlist. (No TAR SRBs here).

Bottom line -- keep your rating assignment: detailer aware of your career intentions it will help you with your decisions and prevent possible manpower shortfalls elsewhere.

PNC(SW) E. Bohrn
PN/NC/Special Programs Detailer
NAVRESPERSCEN (N413)

AT, AO, AN – 'A' school for ATs now award separate designators

As you are well aware, the advancement examinations for ATs are specifically identified as either intermediate level or organizational level.

But you may not know that recently the AT "A" school has been segmented and personnel receive training and designation as either an "O" (organizational) or "I" (intermediate) level technician.

How does this affect you? To provide you with the best opportunity for advancement and to provide the fleet with the best trained technicians, I am striving

to fill E6 and below "I" level billets with "I" level techs and "O" level billets with "O" level technicians.

This means that if you are now serving in an intermediate level billet, I will be offering you intermediate level billets in the future. The same holds true for those filling organizational billets. For those lucky folks who hold both organizations and intermediate level NECs, the current needs of the Navy will determine which billets you will be offered.

Does this mean "O" level technicians who really want intermediate level duties will never

be given that opportunity? Not necessarily. If intermediate level billets are critical and you strongly desire to become an "I" level technician, there is a possibility that you could be ordered to an intermediate level activity, but you will normally remain in that career field for the rest of your career. The same holds true for "I" level technicians who desire to work at an organizational activity. Again,, the needs of the Navy will prevail.

ATC(AW) R. Arndt
AT/AO/AN Detailer
NAVRESPERCEN (N412)

YN detailer says farewell

I would like to take this opportunity to say thanks to all of my constituents for making my tour as your detailer so rewarding. It was my intention to take care of you, guide your career, challenge you to maintain unit readiness and to respect you as human beings. I hope that you found me to be fair. I know you will show YNC(SW/AW) Cottery the same support. Thanks again and good luck in your future endeavors.

YNCS(AW) K. Jenkins
YN Detailer
NAVRESPERSCEN (N414)

AW, AZ, AC, Aircrew – Monday morning management doesn't get ideal assignments

Do some of your shipmates get choice duty assignments by luck or because they know somebody? Chances are they spent some time charting, their course for success. Perhaps, they sought counseling from superiors and set realistic goals for themselves.

Career counseling can provide you with information about minimum activity tours, time-on-station requirements and incentive programs - talk to them, they will help you with your assignment: plans and goals. Your counselor will help you complete your NAVPERS 1306/63 and help you communicate your special needs or desires to your detailer.

AMS, AMH, AME, PR, AS – NDI techs needed

I'm looking for a few good aviation technical mechanics who are looking for a challenging and re-

warding career as a nondestructive inspection technician. A 24-month obligated ser-

Seek advice from senior personnel within your rating and NEC. They may know about initiatives and programs applicable to you. Seek out: challenging sea and shore duty assignments Consider instructor duty or a tour with security . Try an aircrew assignment: if you are in a source rating to qualify.

You must: communicate your desires to your detailer to take advantage of the many opportunities the Navy offers .

AWC (AW/NAC) M. R. May
AW/AZ/AC/Aircrew Detailer
NAVRESPERSCEN (N417)

vice commitment is required for the "C" school and you will be asked to complete at least eight years as an NDI tech. Once awarded the 7225 NEC, your choice for duty assignments will be at the needs of the Navy.

AMEC(AW) S. Sisneros
AMS/AMH/AME/PR/AS Detailer
NAVRESPERSCEN (N411)

Goals

- Some people dream of worthy accomplishments, while others stay awake and do them.
- You seldom hit anything unless you aim at it.
- Few people make a deliberate choice between good and evil; the choice is between what we do and what we ought to do.
- Failure is not necessarily missing the target, but aiming too low.
- Most people would rather look backward at than forward because it's easier to remember where you've been than to figure out where you're going.
- Progress has little to do with speed, but much to do with direction.
- Keep your head and your heart going in the right direction and you'll not have to worry about your feet.

Put in for my outfit



Paul Hamilton (DDG-60) – Courage to prevail

Are you looking for the opportunity to excel? Searching for a challenging and rewarding sea tour? If so, you are invited to join the crew of the "Super Sixty," USS Paul Hamilton (DDG-60), homeported in beautiful Pearl Harbor.

Focusing on advancement, professional development, family programs, and timely recognition of

our Sailors, Paul Hamilton demonstrates daily that it is committed to the quality of life and professional development. Emphasis on actions over words is the reason our advancement rates nearly double fleet averages. Paul Hamilton is a Battle "E" winner, and MIDPAC's nominee for the Golden Anchor Award for 1996.

If you are looking for the opportunity to serve aboard a new Arleigh Burke class destroyer, use your duty preference sheet or contact your Retailer today and ask for "Super Sixty."

For more information, write NC1 Brooks, USS Paul Hamilton (DDG-60), FPO AP 96667-1278, or call DSN 471-9203 or commercial (808) 471-9903.

Truman seeks MO natives

Precommissioning Unit
Harry S. Truman (CVN-75) is
looking for highly motivated Mis-

souri Sailors to serve aboard the
pride of Missouri, and America's
33rd President, Harry S. Truman.

The Navy's newest nuclear
powered aircraft carrier is under
construction at Newport News
Shipbuilding in Virginia. PCU

Harry S. Truman will be commis-
sioned in July 1998 and wel-
comes Sailors from Missouri to
become plankowners. Contact
your detailer today.

USS Conolly: 'Leading the way'

USS Conolly (DD-979) is looking for motivated professionals who have what it takes to be "Destroyer Sailors."

Conolly is a Spruance class destroyer currently homeported in Norfolk, VA. We will be changing homeports in late March 1997 to Mayport, FL. We are currently scheduled for a UNITAS in 1998.

The Mayport area is close to historic St. Augustine, the oldest city in the United States, and

only hours away from Orlando and all of its many attractions. Jacksonville is also home to the NFL's Jaguars, a minor league baseball team, and has many other attractions to keep you busy in your off duty hours.

If you are looking to further your education, Jacksonville has many colleges that are willing to help Sailors and their families earn that degree.

For more information write to: Command Career Counselor, USS Conolly (DD-979), FPO AE 09566-1217

PATWING ONE, Misawa your ticket to Far East

Duty at Patrol Wing ONE, Misawa and Fleet Maritime Patrol, Mobile Operations Command Center at Misawa AFB is an opportunity for interesting duty and a great way to see the Far East. These units' primary mission is to support the forward deployed maritime patrol aircraft squadron. PATWING ONE is neutral duty and FMP MOCC

WESTPAC is nonrotated sea duty.

Misawa AFB is on the northern shore of Honsha, 400 miles north of Tokyo. Golf, swimming, boating, fishing and skiing are just some of the many activities available. Tours to all parts of Japan are sponsored year round by an exceptionally active outdoor recreation center.

Facilities at Misawa Air Force Base include DOD schools, a hospital with full medical and dental services, award winning commissary and exchange, child development center, youth activity center, 24-hour ski hill, beach, gym with

indoor pool, and several hobby shops.

If you are an AK, AT, AW, DP, DS, ET, OS, or EM, Patrol Wing ONE, Misawa or FMP MOCC may be for you. Excellent experience available for DPs and DSs interested in LAN administration, UNIX training and Windows NT based networks.

For details, contact the Command Career Counselor, OS1 (AW/SW) Seibert at DSN (312) 226-4859/3290 or commercial 011-81-3117-66-4859. Or you can write:

**PATWING ONE, Misawa
Unit 5056
APO AP 96319-5056**

Patrol Squadron 26 - Excel, lead, grow

Are you looking for an assignment to a fast-paced, aggressive, exciting tour of duty? Patrol Squadron 26 is the place for you.

Excel. Lead. Grow. We offer excellent career enhancement, professional development and goal development. We place great emphasis on upward mobility and aggressively pursue education and commissioning programs for our people. Your career

goals will be carefully managed in a detailed plan and reviewed semiannually. More than 30 Tritons are pursuing education programs and over 50 are enrolled in the National Apprenticeship Program. Opportunity is our Hallmark.

Patrol Squadron TWENTY-SIX is homeported in Brunswick, ME. If you are an "Old Salt" or new to the VP community, your

skills will help continue the smooth and effective operations of Patron 26. Each man regardless of experience makes Patron 26 the best in CINCLANTFLT.

So if you are looking for a chance to shine and the opportunity to challenge yourself, submit your duty preference and consult your detailer. Call us at DSN 476-2126 or commercial (207) 921-2126.

SpecWar units looking for CB, SK personnel

Naval Special Warfare Command will stand up two CSSTs this fall (FY98), specifically designed to provide forward logistic and combat service support to deploying SEAL and special boat units. Source ratings include Seabee combat warfare qualified OF-13 and SK designated personnel.

All CSST billets are sea duty coded and open to both men and women.

Current West Coast openings (Coronado, CA) exist for an EOC, EA1, CE1, CE2, SKC, and an SK1. East Coast openings (Little Creek, VA.) are available for a CE1, CE2, UT1, and an SK1. Interested individuals, with outstanding records, substantial expeditionary warfare and or special mission unit support experience, are encouraged to contact their respective rating detailer.

Strive for excellence with USS Anzio

Up for sea duty and ready for a challenging assignment where hard work is rewarded? USS *Anzio* (CG 68), a Ticonderoga-class AEGIS cruiser is looking for hard-charging Navy professionals to join our war-fighting team and build upon our tradition of excellence.

USS *Anzio* offers a stellar qualification program (ESWS, EOOW, CSOW), superb advancement significantly exceed-

ing Navywide averages, and teamwork-driven command excellence are available. USS *Anzio's* accomplishments include: COMNAVSURFLANT nominee for the Battenberg Cup as the best ship in the Atlantic Fleet, COMCRUDESUR EIGHT "Golden Anchor" winner, battle excellence awards, and historic CEC accomplishments, including a trip to Hawaii.

USS *Anzio* is homeported in

Norfolk, VA. A great place to homebase, southeastern Virginia offers historic sites (such as Colonial Williamsburg), excellent beaches, great educational opportunities and many career options afloat and ashore.

For additional information write to:

**Command Career Counselor
USS *Anzio* (CG-68)
FPO AE 09564-1188**

Come home to the 'Big Kahuna'

If you would like to be one of the best and lead the rest, then look no further. USS Honolulu (SSN 718), Battle "E" boat for 1995 and the 1996 CAPT E.F. Ney winner for the best food in the Navy, is the place for you. Your tour on board will be one of the

most rewarding you have ever had. You will be serving with some of the most professional Sailors in the Navy.

We call Pearl Harbor home, the heart of paradise. We are a close knit command with a genuine family atmosphere. Upon arrival you and your family will be welcomed in with leis and open arms. So if are looking for a challenging job and would like to join one of the best in the west, submit your duty preference and contact your detailer. Hope to see you in paradise, aloha.

Join *Stennis* for 'round the world cruise

Motivated Sailors dedicated to the challenge of being a crewmember aboard one of the most powerful warships ever built should look ahead to the USS *John C. Stennis* (CVN-74). The Navy's newest aircraft carrier is moving from Norfolk to San Diego in the summer of '98 via an around the world cruise.

If you join our team, your

voyage around the world will offer the opportunity to visit liberty ports from the Mediterranean to the Far East. We will then arrive at our new home where we'll become the first *Nimitz*-class aircraft carrier homeported in San Diego. Imagine snow skiing and walking on the beach the same day. Sailing, scuba diving, golfing and virtually any kind of sporting

activity you would want are available year round.

Our ship's namesake, the late Senator John C. Stennis, displayed a sign on his desk that read "Look Ahead." It stands as a proud symbol of a terrific ship's forward-thinking philosophy. Come join us as we look ahead to sailing around the world.

CONNECTION to *your future*

Do you enjoy seeing your efforts come to life? How about assignment to one of the newest, fastest, most elite warships the world!

Are you from Connecticut and would you like to return to your home state and become a local hero? PCU *Connecticut* is looking for the best of the best, who are willing to work hard to ensure we will be the one of the best ships in the Navy.

Many billets are now available for assignment to SSN-22, the second Seawolf class submarine.

The ship is under construction at Electric Boat in Groton and will be homeported in Groton, CT. The ship is scheduled to be commissioned in 1998.

If you are looking for a personally rewarding and professionally challenging job, submit a NAVPERS 1306/7 specifically requesting PCU *Connecticut* to your detailer as soon as possible. If you have any questions, please contact the command career counselor at DSN 241 2701, or commercial (860) 433-3670/78.

PATWING ONE, Kadena offers travel, opportunity

Looking for an overseas billet to satisfy your desire for travel? Looking for a billet that won't count against your sea/shore rotation (neutral duty)?

Patrol Wing ONE Detachment Kadena, is a Tactical Support Center (TSC) located at Kadena AB on the island of Okinawa, Japan. Our work is operational control of Maritime Pa-

trol Aircraft (P-3s). Operations encompass Korea to Australia and all points in-between. Our personnel detach to over eight different countries for various lengths of time conducting numerous different missions.

Okinawa is a tropical paradise. The climate compares to the U.S. southeastern coastal areas, making it perfect for swimming,

snorkeling, scuba diving, golfing, boating or taking part in outdoor recreational activities. With our normal warm, sunny climate, you can enjoy miles of sandy beaches, local attractions and neighboring islands. Housing for both families and single Sailors is one of the best in the PACFLT.

If you are a AW, AO, YN, DP, OS, DS, or IS wanting the challenge of overseas duty without the hassle of a remote location, contact your detailer or our command career counselor at:

PSC 480, FPO AP 96370-0055, or call DSN 634-8356

HSL-37 – Riding easy in Paradise

Easyrider ONE is looking for motivated individuals to fill demanding billets and join HSL-37, one of the finest LAMPS MK III squadron in the Navy.

Winners of the 1994 and 1995 COMNAVAIRPAC Battle "E", we not only preach teamwork and excellence, we practice it. Surpassing 20,000 mishap-free flight hours takes pride and determination.

Currently located on the South Shore of Oahu at Naval Air Station, Barbers Point, Hawaii, the Easyriders are planning to relocate an April 1999 to the Windward Side of Oahu on Marine Corps Base,

Continued on page 75

TSC Rota: Welcome to the Mediterranean

If you are interested in a challenging overseas, neutral duty assignment, the Tactical Support Center (TSC) in Rota, Spain may be for you. We have openings for highly motivated, career minded individuals in the following ratings: AT, AW, CTT, DS, DP, IS, OS, OTA, and YN.

A small command of seven officers and 34 enlisted, TSC Rota supports the maritime operations and exercises in the Eastern Atlantic and Western Mediterranean. It provides timely and ac-

curate preflight briefings, in-flight support, and postflight debriefing and reporting for all P-3 operations. Total support includes in-flight communications, tactical planning, acoustic and non-acoustic analysis and exchange of tactical information with other task force and group commanders.

Rota is the gateway to the Mediterranean. An outstanding MWR program offers unlimited off-duty travel and recreation opportunities both locally and throughout western Europe and

For more information, contact your detailer or TSC's Career Counselor, ATE Thrailkill, at DSN 727-2287/2288, commercial 011-34-56-82-2287/2288, e-mail: 672ccc@tnet.es, or write to PSC 819 Box 37, FPO AE 09645-3000.

Join NOTU in sunny Florida

Naval Ordnance Test Unit is located at Cape Canaveral Air Force Station, Florida, host of most U.S. satellite launches and next door to Kennedy Space Center.

NOTU is home for about 75 enlisted personnel and 15 officers.

There are approximately 50 specially trained MTs and SWS ETs who perform test missile conversions on U.S. Trident fleet ballistic missile submarines. Similar operations are also performed for Vanguard-class British navy SSBNs. After completing a six month school, you'll be awarded NEC 3397 and be assigned to one of three test instrumentation conversion teams. MT

and SWS ET billets at NOTU are 42 months to account for the six month conversion school.

Since NOTU also supports Port Canaveral, we have several fleet support billets in the YN, SK and QM ratings. Both surface and subsurface units visit Port Canaveral, including those from other countries.

If you're up to a challenge and would enjoy a tour in sunny central Florida, call your detailer to join Naval Ordnance Test Unit.

Big city recruiting districts now hiring

Does the idea of watching colorful fall foliage give way to snowy white winters and enjoying cool green springs and mild summers appeal to you? How about a career-enhancing job that benefits both you and Navy?

If all this sounds good to you, consider duty at one of the recruiting districts of Navy Recruiting Area One in the northeastern United States. Our area

includes duty at Buffalo, NY, Columbus, OH, Detroit, Boston, East Meadow, NY, Philadelphia and Pittsburgh. Personnel assigned to these districts may work in or near those cities or serve at one of the many recruiting stations in smaller towns throughout the region.

Field recruiters enjoy \$375 a month special duty pay and sea duty credit of 12, 18, or 24

months for a three year tour. The Enlisted Transfer Manual has a list of sea duty credits for each district.

Whether you serve as a recruiter in the field or in a support billet at district headquarters, you will be an important part of a team that will shape tomorrow's Navy. For details, call (518) 374-0124.

HSL37- Continued from page 74

Kaneohe. We fly the SH-60B in support of anti-submarine warfare, anti-surface warfare, search and rescue missions, and logistical missions aboard ships based out of Pearl Harbor.

HSL-37 epitomizes performance excellence, as evident by our receipt of the Meritorious Unit Commendation for a no-standdown transition from the

SH-2F to the SH-60B aircraft.

We have billets available in the following ratings: AE, AT, AZ, AD, AW, YN, PR, AMH, AMS, ABH, OS, BM, AO, and AK.

For more details please write our command career counselor at HSL-37, Naval Air Station, Barbers Point, HI 96862, or call DSN 484-0721, commercial (collect), (808) 684-0721.

Detailers' Directory

ENLISTED ASSIGNMENT DIVISION

PERS- Code	Title	Incumbent	Commercial	DSN
40	Director, Enlisted Assignment Div.	CAPT Kasky	(703) 697-0375	227-0375
40B	Dep. Director, Enlisted Assignment Div.	CDR Jaynes	(703) 697-0376	227-0376
40DD	EEAP, FAP, EFM, CWI Special Asst	Ms. Leffler	(703) 693-0199	223-0199
40E	Detailer Trip Coordinator	AKCM Carreon	(703) 697-5053	227-5053
40F	Command Master Chief Detailer	BMCM(SW) Dobler	(703) 697-5031	227-5031
40HH	HUMS Reassignment/Hardship Discharge	YNC Crooke	(703) 614-1357	224-1357

ENLISTED COMMUNITY MANAGERS AND MISCELLANEOUS

PERS-Code	Title	Incumbent	Commercial	DSN
4G2C	BUPERS Access Technical Support	DP1 Richardson	(703) 693-6942	223-6942
	BUPERS Access (Data Personal Account/New User)		1-800-346-0217	
			(703) 614-3174	224-3174
	BUPERS Access (Data Command Rep)	1-800-762-8567	(703) 695-6900	225-6900
	Interactive Voice Response (IVR)	1-800-951-NAVY		
	World-Wide Navy Locator Service		(703) 614-3155	224-3155
1023	BUPERS Home Page Technical Support	DPC Reese	(703) 695-5895	225-5895
00XCB	BUPERS/BCNR Coordinator	Ms. Cook	(703) 614-4297	224-4297
221	Head Enlisted Community Mgr	CDR Sapp	(703) 695-3935	225-3935
221C	Aviation Mechanical	CDR Clay	(703) 695-3806	225-3806
221D	Aviation Avionics/Aircrew	LCDR Hauke	(703) 695-3812	225-3812
221F	Surface Main Propulsion	CDR Maloney	(703) 693-7234	223-7234
221G	Surface Hull/Electrical	LT Howell	(703) 614-6501	224-6501
221H	Surface Combat Systems	CDR Brown	(703) 697-2502	227-2502
221I	Surface Operations	CDR Tapplett	(703) 695-3875	225-3875
221J	Submarine Personnel	CAPT Mathews	(703) 693-1441	223-1441
221K	Nuclear Programs	CDR Barge	(703) 695-4449	225-4449
221L	Admin/Media	CDR Butler	(703) 614-6863	224-6863
221M	Special Warfare/EOD/Diver	LCDR Veazie	(703) 695-3914	225-3914
221N	Crypto/Intel/FRN Language	CDR Marsh	(703) 614-6851	224-6851
221O	Medical/Dental	LCDR Dodge	(703) 695-3868	225-3868
221P	Legal/Law Enforcement	LCDR Sexton	(703) 614-0805	224-0805
221Q	Supply	LCDR Richardson	(703) 614-6850	224-6850
221R	Seabees	LCDR Crum	(703) 614-6645	224-6645
221S	TAR Aviation	CDR Marzetta	(703) 614-6646	224-6646
221T	TAR Surface	CDR Farley	(703) 695-3905	225-3905
223D	NEC 'C' School Training Plans	YNCS Birdsell	(703) 695-3957	225-3957
223A	NEC Processor	Ms. Herndon	(703) 695-8665	225-8665
223C	'A' School Training Plans	Mr. Olaes	(703) 695-3953	225-3953
223E	Army/Air Force School	Vacant	(703) 693-2334	223-2334
254	Enlisted Separations/Reenlistments	ENS Lafond	(703) 693-2210	223-2210
254A	Favorable Separations	Mr. Bishop	(703) 614-1285	224-1285
254B	High Year Tenure	Mrs. Fry	(703) 697-3800	227-3800
254B2	ENCORE/Extensions	Ms. McIver	(703) 697-2213	227-2213
271	Head Disability Ret/LIMDU	ENS Martinez	(703) 614-1116	224-1116
272	Head Officer Retirement Branch	CWO4 Abrams	(703) 614-2690	224-2690
273A	Early Retirement	YNC(SW) Williams	(703) 614-1584	224-1584
273	Head Enlisted Retirement Branch	Ms. Hall	(703) 614-1952	224-1952
255	Head Reenlistment Incentives Branch	LTJG Freeman	(703) 693-1329	223-1329
255B	Asst Head, Reenlistment Incentives Branch	PNC(SW) Sheard	(703) 693-1330	223-1330
255C1	Lateral Conversions/MA/NC/Clsd Loop NEC	YN3 Slayton	(703) 693-1339	223-1339

255C3	Forced Conversions, STAR, REGA	PN2 Lukasik	(703) 693-1328	223-1328
255C5	SCORE Program Mgr/ LN/DM Conversions	YN3 Ramirez	(703) 693-1338	223-1338
255D	SRB	YN1 Lopez	(703) 695-0656	225-0656
255D1	SDAP Section	PN1 Galit	(703) 693-1335	223-1335
313D	Microfiche Records	LT Stauffer	(703) 614-1315	224-1315
	fax ordering		(703) 614-8882	224-8882
321	Selection Board Support	LT Bertelsen	(703) 614-3105	224-3105
322	Head, Evaluations Branch	LCDR Burdick	(703) 614-1132	224-1132
333	Uniform Board	GMCM(SW) Montgomery	(703) 614-5075	224-5075/6
461E2	Overseas Tour Extension Incentives (OTEIP)	YN1(AW) Smith	(703) 693-1187	223-1187
461E3	Sea/Shore Duty Commencement Date	Ms. Gadsden	(703) 693-9910	223-9910
462	TAD/Joint Operations Advisor	LCDR Terrell	(703) 693-2948	223-2948
4621	Overseas Screening	LT Sniegowski	(703) 693-1188	223-1188

Internet address <http://www.navy.mil/homepages/bupers>

SEABEES (PERS-401C)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the CE detailer: P401CD@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
401	Branch Head	LCDR Crum	(703) 614-3606	224-3606
401C	Rating Assignment Officer	LT Taylor	(703) 614-3606	224-3606
401CC	All E8s & E9s	UCCM(SCW) Thomas	(703) 614-4564	224-4564
401CC1	All E7s/UCT	EOC(SCW) Cason	(703) 614-4564	224-4564
401CD	CE/UT/MUSE E1-E6	UTC(SCW) Milligan	(703) 614-4564	224-4564
401CD1	CE/UT/MUSE E1-E6	CE1(SCW) Milletary	(703) 614-4564	224-4564
401CE	BU/EA/SW E1-E6	BUC(SCW) Austin	(703) 614-4564	224-4564
401CE1	BU/EA/SW E1-E6	SWC(SCW) Thiedeman	(703) 614-4564	224-4564
401CF	EO/CM/E1-E6	CMC Keith	(703) 614-4564	224-4564
401CF1	EO/CM E1-E6	EO1(SCW) Hoskyns	(703) 614-4564	224-4564

Fax: DSN 223-7298 or commercial (703) 693-7298

SEAL/EOD/DIVERS/SWCC (PERS-401D)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the EOD detailer: P401DF@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
401	Branch Head	LCDR Crum	(703) 614-3606	224-3606
401D	Rating Assignment Officer	LCDR Grzeszczak	(703) 614-1091	224-1091
401DE	Special Warfare	ENCM(SEAL) Philpot	(703) 614-1091	224-1091
401DF	EOD	TMCM(EOD) Torres	(703) 614-1091	224-1091
401DC	Fleet Divers	MMCM(SW/SS/MDV) Wiley	(703) 614-1091	224-1091
401DC1	Fleet Divers	HTC(SW/DV) Medonich	(703) 614-1091	224-1091
401DE1	In-service Recruiter	BMCS(SEAL) Williams	(703) 614-1091	224-1091
401DH	Schools Coordinator	HT1(DV) Scott	(703) 614-1091	224-1091
401DI	SWCC	BMCS(SW/CC) Brown	(703) 614-1091	224-1091

Fax: DSN 223-7074 or commercial (703) 693-7074

ENGINEERING/HULL (PERS-402)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the MM(E5) detailer: P402CF2@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN	402	Branch Head	LCDR Benner
(703) 614-3012		224-3012					
402C	Rating Assignment Officer	LT Lemon	(703) 614-3012	224-3012			
402CD	EM E7-E9/3M Coordinator	EMCM(SW) Loyola	(703) 693-1858	223-1858			
402CD1	EM E5-E6 Sea/Schools	EM1(SW) Bustamante	(703) 693-1859	223-1859			

402CD2	EM E1-E4 Sea/'A' Schools	EM1(SW) Deguzman	(703) 693-1857	223-1857
402CF	MM E8-E9	MMCS(SW) Capehart	(703) 693-1494	223-1494
402CF1	MM E6-E7	MMC(SW) Serdahl	(703) 693-1855	223-1855
402CF2	MM E5-E6/Schools	MMC(SW) Lebeau	(703) 693-1493	223-1493
402CF3	MM E1-E4/'A' School	MMC(SW) Taygon	(703) 693-1497	223-1497
402CF4	MM Avails	MMC(SW) Piper	(703) 693-1496	223-1496
402CG	GS/GSE/GSM E7-E9	GSCS(SW) Nadeau	(703) 693-1867	223-1867
402CG1	GS E1-E4	GSMC(SW) Carbone	(703) 693-1868	223-1868
402CG2	GS 'C' School	GSM1(SW) Hockensmith	(703) 693-1492	223-1492
402D	Rating Assignment Officer	LT Kim	(703) 614-3012	224-3012
402DC	IC E6-E8	ICC(SW) Pruitt	(703) 693-1863	223-1863
402DC1	IC E1-E5	ICCS(SW) Starks	(703) 693-1862	223-1862
402DC2	IC 'A' Schools	ICC(SW) Salter	(703) 693-9903	223-9903
402DE	MR E7-E9/IM/OM/ML/PM	MRC(SW) Burns	(703) 693-1864	223-1864
402DE1	MR E1-E5/ Schools	MRC(SW) Harris	(703) 693-1860	223-1860
402DF	HT E6-E9	HTCS(SW) Warner	(703) 693-1877	223-1877
402DF1	HT E5/Schools	HT1(SW) Hack	(703) 693-5445	223-5445
402DF2	HT E1- E4	HT1(SW) Garcia	(703) 693-1874	223-1874
402DG	EN E7-E9	ENCM(SW) Hall	(703) 693-1869	223-1869
402DG1	EN E1-E5	ENCS(SW) Van Dyke	(703) 693-1870	223-1870
402DG2	EN E6	ENCS(SW) Janiszewski	(703) 693-1871	223-1871
402DG3	EN Schools/Avails	ENC(SW) Sheldon	(703) 693-1872	223-1872
402DI	DC E7-E9/'C' Schools	DCC(SW) Lewis	(703) 693-1875	223-1875
402DI1	DC E1-E5/'A' Schools	DCC(SW) Reynolds	(703) 693-1876	223-1876

Switchboard number: Commercial 703-697-4993, DSN 227-4993

SUBMARINE/NUCLEAR POWER (PERS-403)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the MT detailer: P403DE@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
403	Branch Head	CAPT Mathews	(703) 693-1441	223-1441
403B	Asst Branch Head	LCDR McDonnell	(703) 693-1442	223-1442
403A	Admin Officer	YN1(SS) Walker	(703) 693-7525	223-7525
403C	Rating Assignment Officer	LCDR Castell	(703) 693-1444	223-1444
403CB	Asst Rating Assignment Officer	MMCM(AW/SW) Collins	(703) 697-6334	227-6334
403CC	Submarine/CNO Special Projects	YNC(SS) Van Fleet	(703) 693-1456	223-1456
403CD	Nuclear Submarine CPO	MMCM(SS) Whybark	(703) 693-1445	223-1445
403CE	Nuclear E1-E6/3353/63	ET1(SS) Walker	(703) 693-1446	223-1446
403CF	Nuclear E1-E6/3354/64	EM1(SS) Kersten	(703) 693-1447	223-1447
403CG	Nuclear E1-E6/3355/65/Welders	MM1(SS) Ross	(703) 693-7762	223-7762
403CH	Nuclear E1-E6/3356/66/RADCON	MM1(SS) Reed	(703) 693-5180	223-5180
403CJ	Nuclear Surface CPO	MMCM(AW/SW) Chappell	(703) 693-1450	223-1450
403CK	Nuclear Surface ET/EM E1-E6	ET1(SW/AW) Robinson	(703) 693-1451	223-1451
403CL	Nuclear Instructor	ETCS(SS) McNally	(703) 693-1452	223-1452
403CM	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Walker	(703) 693-1453	223-1453
403CN	MM(Aux) E1-E5	MMC(SS) Mildestein	(703) 693-1454	223-1454
403CR	Nuclear Surface MM E1-E6/ELT	MMC(SW) Ford	(703) 693-7760	223-7760
403D/E	Rating Assignment Officer	LT Mosley	(703) 693-1458	223-1458
403DC	ET/332X-333X SWS	ETC(SS) Kilpatrick	(703) 693-1463	223-1463
403DE	MT	MTC(SS) Wohlgamuth	(703) 693-1462	223-1462
403DF	TM	TMC(SS) Roberts	(703) 693-1460	223-1460
403DG	FT	FTC(SS) Emry	(703) 693-1459	223-1459
403DH	Asst Rating Assignment Officer (D) STS E6-E9	STSCS(SS) Franklin	(703) 693-1461	223-1461
403DL	STS E1-E5	STSC(SS) Williams	(703) 693-5948	223-5948
403DM	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Cornwell	(703) 693-1465	223-1465
403EC	14ET SSN	ETC(SS) Hines	(703) 693-1468	223-1468
403ED	Asst Rating Assignment Officer (E) 14RM	ETCS(SS) Witherell	(703) 693-1469	223-1469
403EF	YN	YNC(SS) Barnett	(703) 693-1466	223-1466

403EG	MS	MSC(SS) Aumack	(703) 693-1471	223-1471
403EH	14QM/COB	ETCM(SS) Nemeth	(703) 693-1467	223-1467
403EJ	SK	SKC(SS) Phillips	(703) 693-1472	223-1472
403EK	14IC	ETC(SS) Huddleston	(703) 693-1455	223-1455
403F	Rating Assignment Officer	Mr. Stafford	(703) 693-1474	223-1474
403FD	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversions/Reinstatements	YN2(SS) Tovar	(703) 693-1477	223-1477
403	Admin Support		(703) 697-5971 (703) 695-5927	227-5971 225-5927

Fax: (703) 614-8785

AVIATION (PERS-404)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the AG detailer: P404DH@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
404	Branch Head	CDR Lineburg	(703) 693-1370	223-1370
404C	Rating Assignment Officer	LCDR Kennedy	(703) 693-1381	223-1381
404D	Rating Assignment Officer	LCDR Frie	(703) 697-6541	227-6541
404E	Rating Assignment Officer	LT Smithyman	(703) 693-1400	223-1400
404C	SwitchBoard		(703) 614-8305	224-8305
404CE	AE E1-E6 East Coast	AEC(AW/SW) Strickland	(703) 693-1371	223-1371
404CE1	AE E1-E6 West Coast	AEC(AW) Gross	(703) 693-1380	223-1380
404CQ	AE/AT E7-E8	ATCS(AW) Fisher	(703) 693-1377	223-1377
404CR	AO E7-E9	AOCM(AW) Adkison	(703) 693-1386	223-1386
404CR1	AO E1-E6	AO1(AW) Saintamour	(703) 693-1387	223-1387
404CR2	AO E1-E6	AO1(AW) Robbins	(703) 693-1388	223-1388
404CT2	AT E5-E6	ATC(AW) Swain	(703) 693-1373	223-1373
404CT	AT E5-E6	ATC(AW) Eckerd	(703) 693-1374	223-1374
404CT1	AT E1-E4 'A' & 'C' Schools	ATC(AW) Reynolds	(703) 693-1394	223-1394
404CT3	AT E1-E4 'A' & 'C' Schools	AT1(AW) Snyder	(703) 693-1375	223-1375
404D	SwitchBoard		(703) 697-6543	227-6543
404DE	AB E6-E9	ABCM (AW) Smith	(703) 693-1398	223-1398
404DE1	AB E5	ABHCS(AW) Madsen	(703) 693-1404	223-1404
404DE2	AB E1-E4	ABF1(AW) Junkin	(703) 693-1396	223-1396
404DF	AC E1-E9	ACCM(AW) Field	(703) 693-1406	223-1406
404DG	AD E7-E9	ADCS(AW) Hodges	(703) 693-1413	223-1413
404DG2	AD E5-E6	ADC(AW) Hands	(703) 693-1416	223-1416
404DG3	AD E4 - below/'A' Schools	AD1(AW) Adkins	(703) 693-1417	223-1417
404DH	AG E1-E9	AGCS(SW) Chappell	(703) 693-1405	223-1405
404DJ	AS E1-E9	ASCS(AW) Clemens	(703) 693-6741	223-6741
404DK	AZ E6-E9	AZCM(AW) Donovan	(703) 693-1401	223-1401
404DK1	AZ E1-E5	AZ1(AW) Vyce	(703) 693-1399	223-1399
404DL	PH E1-E9	PHCM(AW) Salmons	(703) 693-1403	223-1403
404DM	PR E1-E9	PRCS(AW) Harpersberger	(703) 697-1350	227-1350
404E	SwitchBoard		(703) 697-4224	227-4224
404EK	AME E1-E7	AMEC(AW) Ocampo	(703) 693-1412	223-1412
404EM	AMH E5-E7	AMHC(AW) Tennaro	(703) 693-1411	223-1411
404EM2	AMH E1-E4/AMH 'A' school	AMH1(AW) Cascarano	(703) 693-1410	223-1410
404EJ	AMS E6-E7/AM E8	AMCS(AW) Villafior	(703) 693-1409	223-1409
404EJ1	AMS E5/NDI	AMS1(AW/SW) Brown	(703) 693-7527	223-7527
404EJ2	AMS E1-E4/AMS 'A' school	AMSC(AW) Kowalko	(703) 693-1408	223-1408
404EC	AW E1-E9	AWCM McGiff	(703) 693-1382	223-1382
404EC1	AW E1-E9	AW1(AW) Dickover	(703) 693-1383	223-1383
404ED	Fixed/Rotary Wing/IFT/RM/EWOP	ATCS(AW) Dobroth	(703) 693-1384	223-1384
404EF	Fixed Wing/Utility Aircrew/ Aircrew Designations	AMS1(AW) Barreras	(703) 693-1390	223-1390
404EH	Flight Engineer/REEL/Loadmaster	AMCS(AW) Morgan	(703) 693-1385	223-1385
404EG	Helicopters (non-AW)	AE1(AW) Carr	(703) 693-1389	223-1389
404EL	Aviation New Construction	AZCS(AW) Lee	(703) 693-1393	223-1393

Fax: DSN 223-1392 or commercial (703) 693-1392

ADMIN/DECK/SUPPLY (PERS-405)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the LN detailer: P405CG@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
405CF	JO/RP	RPCS(AW/SW/FMF) Evangelista	(703) 614-6429	224-6429
405CG	LN/NC/DM	NCCM(SW/AW/FMF) Breh	(703) 614-6424	224-6424
405CE	PN E7 - E9	PNCS(SW) Savadge	(703) 614-6434	224-6434
405CE1	PN E5/E6	PNC(SW) Aimes	(703) 614-6426	224-6426
405CE2	PN E1 - E4	PN1(SW/AW) Fields	(703) 614-6423	224-6423
405CD	YN E7 - E9	YNCM(AW) Topping	(703) 614-6430	224-6430
405CD1	YN E6	YNCM(SW) Conna	(703) 697-2239	227-2239
405CD2	YN E5	YNC(SW) Honecker	(703) 614-6427	224-6427
405CD4	YN E1-E4/A School	YNC(SW) Nobles	(703) 614-6428	224-6428
405CD5	YN-2514/ A School	YNCS Osgood	(703) 614-6435	224-6435
405C	Admin rating assignment officer	LT Kay	(703) 693-1347	223-1347
405DD	SM E1-E9	SMCS(SW) Parks	(703) 697-1525	227-1525
405DE	QM E6-E9	QMCM(SW) Shoemaker	(703) 697-2496	227-2496
405DE1	QM E1-E5	QMC(SW) Cochran	(703) 697-1538	227-1538
405DF	MA E6-E9, dog handlers	MAC(SW) Conn	(703) 695-7593	225-7593
405DF1	MA E1-E5	MA1(SW) Driscoll	(703) 693-1354	223-1354
405DC	BM E7-E9	BMCS(SW) Frazier	(703) 693-1348	223-1348
405DC1	BM E6	BMC(SW) Thomas	(703) 693-6921	223-6921
405DC2	BM E1-E5 PAC	BMC(SW) McDaniel	(703) 697-2349	227-2349
405DC3	BM E5 LANT	BMC(SW) Gordon	(703) 697-2352	227-2352
405DC4	BM E1-E4 LANT	BMC(SW) Kritsanajootha	(703) 697-1223	227-1223
405D	Deck Rating Assignment Officer	LT Jeremiah	(703) 697-1224	227-1224
405EC	MS E8/E9	MSCM(SW) Ponce	(703) 693-1367	223-1367
405EC1	MS E7	MSC(SW) Fraser	(703) 693-1369	223-1369
405EC2	MS E6	MSC(SW) Dandridge	(703) 693-1365	223-1365
405EC3	MS E5/C School	MS1(SW) Strong	(703) 693-1366	223-1366
405EC5	MS E1-E4 Shore	MS1(SW) Schwerin	(703) 693-0071	223-0071
405EC6	MS E1-E4 Sea/ A School	MS1(SW) Vanhofwegen	(703) 693-1363	223-1363
405EE	PC/LI	PCC(SW) Collins	(703) 693-1364	223-1364
405ED	SH E6-E9	SHCM(SW) Lara	(703) 693-1359	223-1359
405ED1	SH E1-E5/A/C School	SHC(SW) Chillous	(703) 693-1360	223-1360
405FD	AK E6-E9/C School	AKCM(AW) Williams	(703) 697-0502	227-0502
405FD1	AK E1-E5/A School	AKC(AW) Severson	(703) 697-0501	227-0501
405FE	DK E1-E9	DKCS(SW) Denina	(703) 614-1830	224-1830
405FC	SK E7-E9	SKCS(SW) Maliksi	(703) 697-2398	227-2398
405FC2	SK E6/C School	SKC(SW) Trynoski	(703) 697-2486	227-2486
405FC3	SK E5 Sea	SKC(SW) Alston	(703) 697-2479	227-2479
405FC1	SK E1-E5 Shore	SKC(SW)/AW Manipula	(703) 697-2484	227-2484
405FC4	SK E1-E4 Sea/A School	SKC(SW) Acosta	(703) 693-3140	223-3140
405E	Supply Rating Assignment Officer	CDR Dunn	(703) 693-0905	223-0905
405	Branch Head	CDR Dunn	(703) 693-1355	223-1355

Fax: DSN 224-6433 or commercial (703) 614-6433

TECHNICAL (PERS-406)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the TM detailer: P406EW@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
406	Branch Head	CDR Kuriger	(703) 693-3550	223-3550
406C	Rating Assignment Officer	LT Aycock	(703) 693-3549	223-3549

406E	Rating Assignment Officer	STGCM(SW) Archer	(703) 697-7643	227-7643
406D	Rating Assignment Officer	LT Driscoll	(703) 693-3548	223-3548
406CF	FC E7-E9	FCCM(SW) Cherry	(703) 697-6567	227-6567
406CF1	FC E1-E6 (LANT)	FCC(SW) Sylves	(703) 697-6568	227-6568
406CF2	FC E1-E6 (PAC)	FCC(SW) Ross	(703) 693-3540	223-3540
406CF3	FC E1-E4 schools	FC1(SW) Peresich	(703) 693-3551	223-3551
406CG	GM E7-E9	GMCM(SW) Kantrovich	(703) 697-6565	227-6565
406CG1	GMG E1-E6	GMCS(SW) Streeter	(703) 697-6566	227-6566
406CG2	GMM E1-E6	GMC(SW) Froemming	(703) 693-3538	223-3538
406CQ	OS E7-E9	OSCM(SW/AW) Regina	(703) 697-6756	227-6756
	OS E1-E4 (PAC)	OS1(SW/AW) Willoughby	(703) 693-4280	223-4280
406CQ1	OS E5-E6 (PAC)	OSCS(SW) Sullivan	(703) 693-3541	223-3541
406CQ2	OS E5-E6 (LANT)	OSCS(SW) Otty	(703) 697-6757	227-6757
406CQ3	OS E1-E4 (LANT)	OS1(SW) White	(703) 697-6755	227-6755
406CQ4	OS schools	OS1(SW) Willoughby	(703) 697-6758	227-6758
406ET	OT/OTA/OTM	OTAC Ashcraft	(703) 697-7656	227-7656
406EM	MN	MNCS Darnold	(703) 693-3546	223-3546
406EU	STG E6-E9	STGCM(SW) Archer	(703) 697-7653	227-7653
406EU1	STG E1-E5	STGCS(SW) Curley	(703) 697-7654	227-7654
406EU2	STG schools	STG1(SW) Calvillo	(703) 693-3543	223-3543
406EW	TM	TMCS(SW) Neese	(703) 693-3545	223-3545
406DR	RM E7-E9	RMCM(SW/AW) Miller	(703) 697-4637	227-4637
406DR2	RM E1-E6 (LANT)	RMCS(SW/AW) Brayman	(703) 697-4635	227-4635
406DR4	RM E1-E6 (LANT)	RM1(SW) Schwanke	(703) 697-4636	227-4636
406DR5	RM E1-E6 (PAC)	RMC(SW/AW) Knox	(703) 693-3535	223-3535
406DR3	RM E1-E6 (PAC)	RMC(SW) Washington	(703) 697-4634	227-4634
406DE	ET E7-E9	ETCM(SW) Long	(703) 697-4343	227-4343
406DE1	ET E1-E6 (LANT)	ETC(SW) Crossan	(703) 697-4342	227-4342
406DE2	ET E1-E6 (LANT)	ETC(SW) Pierce	(703) 697-4341	227-4341
406DE3	ET E1-E6 (PAC)	ETC(SW) Bush	(703) 693-1480	223-1480
406DE4	ET E1-E6 (PAC)	ETC(SW) Burroughs	(703) 693-1481	223-1481
406DE5	ET training/'A' school	ETC(SW) Birkett	(703) 697-8895	227-8895
406EP	DP E6-E9	DPC(SW) Turner	(703) 693-3537	223-3537
406EP1	DP E1-E5	DP1(SW) Celestin	(703) 697-5070	227-5070
406EK	DS	DSCS(SW) Pavelec	(703) 697-5066	227-5066

Fax: DSN 223-3544 or commercial (703) 693-3544

MEDICAL/DENTAL (PERS-407)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the HM E1-E4 Sea detailer: P407CM@BUPERS.NAVY.MIL)

Pers-code	Title	IncumbentComm	DSN
407BH	Branch Head	CDR Carroll	(703) 693-1925
407RAO	RAO	LT Fredrickson	(703) 693-1924
407CB	HM Detailing manager	HMCM Osborne	(703) 693-1926
407CE	HM E-6-8 Sea/Shore	HMCS Manifold	(703) 614-6414
P407CG	HM 08, 45, 46, 54, 63, 66, 67, 83, 89, 8541	HMC Weatrowski	(703) 614-6420
407CN	HM E-5 Sea/Shore	HM1 Spencer	(703) 614-6421
407CM	HM E1-4 Sea	HMC Davis	(703) 614-6415
407CP	HM E1-4 Shore/A Sch	HM2 Fletcher	(703) 614-6411
407CH	HM IDC and Dive NEC	HMCS Prus	(703) 614-6416
407CJ	HM 02,07,16,32,51,52	HMC Werner	(703) 614-6419
407CR	HM 34,85,95,96,8501, 03,05,06	HMC Calise	(703) 614-6417
407CQ	HM 06,09,72,78,79,82	HMCS Kelley	(703) 614-2843
407CK	HM 'C' Schools	HMCS Chavez	703) 614-6410
407CK1	HM 'C'Schools Asst	HM1 Steele	(703) 614-6422
407CK2	'C' School Asst	DT2 Anderson	(703) 614-6422
407CD	DT E5-9 all NEC's	DTCM Epperson	(703) 614-6412
407CD1	DT E4 and below	DT1 Jones	(703) 614-6413

Fax: DSN 224-2050 or commercial (703) 614-2050

CT/IS/EW (PERS-408)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the I Branch detailer: P408CE@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
408	Branch Head	LCDR Bryce	(703) 614-2889	224-2889
408C	Rating Assignment Officer	CWO2 Vaughn	(703) 614-2889	224-2889
408CB	Asst Rating Assignment Officer	CTACM Schaefer	(703) 614-3131	224-3131/2665
408A	Admin Chief	CTAC Wilson	(703) 614-3131	224-3131/2665
408A1	Admin Supervisor	CTA1 Henshaw	(703) 614-3131	224-3131
408CD	IS E6 and above	ISCM(SS/DV) Williams	(703) 614-3131	224-3131/2665
408CD1	IS E5 and below	ISC(SW) Solak	(703) 614-3131	224-3131/2665
408CJ	T Branch E6 and above detailer/TECHAD	CTTCM(AW) Sampson	(703) 614-3131	224-3131/2665
408CJ1	T Branch E5 and below	CTT1 Rogers	(703) 614-3131	224-3131/2665
408CK	A Branch	CTAC Bolton	(703) 614-3131	224-3131/2665
408CF	M Branch E6 and above	CTMC Modrzynski	(703) 614-3131	224-3131/2665
408CF1	M Branch E5 and below	CTM1(SS) Jessup	(703) 614-3131	224-3131/2665
408CG	O Branch	CTOC(SW) Greenwell	(703) 614-3131	224-3131/2665
408CH	R Branch E6 and above detailer	CTRCM(SW) Doran	(703) 614-3131	224-3131/2665
408CH1	R Branch E5 and below detailer	CTR1 Logsdon	(703) 614-3131	224-3131/2665
408CHX	R Branch TECHAD	CTRCS(SW) Woodcock	(703) 614-3131	224-3131
408CE	I Branch	CTICS(NAC) Miranda	(703) 614-3131	224-3131/2665
408CL	EW E7 and above	EWCS(SW) Jenkins	(703) 693-3083	223-3083/224-3131
408CL1	EW E6 and below	EWCS(SW) Foster	(703) 693-3083	223-3083/224-3131
408CFX	M Branch TECHAD	CTMCM Pardun	(703) 695-3887	225-3887
408CGX	O Branch TECHAD	CTOCM(AW) Smith	(703) 614-3131	224-3131/2665
408CHX	R Branch TECHAD		(703) 614-3131	224-3131/2665
221N	A Branch TECHAD	CTACM Farrell	(703) 693-6997	223-6997
221N	I Branch/TECHAD	CTICM Griffiths	(703) 695-3888	225-3888

Fax: DSN 227-0992 or commercial (703) 697-0992

SEA SPECIAL PROGRAMS (PERS-409)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the Women in Ships detailer: P409D1@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
409	Branch Head	CDR Ulander	(703) 693-1423	223-1423
409A	Admin Supv	YN3 Balls	(703) 693-1418	223-1418
409CD	Head New Const/LCACs	OSC(SW) Cass	(703) 693-1424	223-1424
409CD1	New Const Detailer	RM1(SW) Deason	(703) 695-7254	225-7254
409CD2	New Const Detailer	GSE1(SW) Luther	(703) 695-7253	225-7253
409CD3	New Const Detailer	AZ1 Martin	(703) 695-7253	225-7253
409A1	New Const Monitor/Asst.	PN3 Searcy	(703) 695-7283	225-7283
409D	Head Decom/HP Chg	PNCS(SW) McDonald	(703) 695-7256	225-7256
409D1	Women in Ships	YN1(SW) Souza	(703) 614-5615	224-5615
409D	Women in Ships/Asst	AK3 Sims	(703) 695-5386	225-5386
409D2	Homeport Change	ET1(AW) Buckley	(703) 695-9340	225-9340
409D3	Shore Disest/Reorgs	PN2(SW) Sterling	(703) 695-5385	225-5385
409D4	Ship[s] Decomm	OS1(SW) Stankis	(703) 695-7251	225-7251
409D5	Shore Disest	IC2(SW) Wells	(703) 695-5385	225-5385

Fax: DSN 223-1425 or commercial (703) 693-1425

SHORE SPECIAL PROGRAMS (PERS-4010)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the 'A' School detailer: P4010S1@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
4010	Branch Head	CDR Giesen	(703) 693-1905	223-1905
4010B	Asst Branch Head	LT Corolla	(703) 693-1914	223-1914
4010A	Admin	YN2(SW) Felton	(703) 695-7688	225-7688
4010A2	Admin Asst.	YN3(AW) Benn	(703) 695-7687	225-7687
4010C	Career Recruiter Force	NCCS(SW) Fisk	(703) 693-0758	223-0758
4010C1	Recruiter E6-E8	BMC(SW) Edwards	(703) 693-1910	223-1910
4010C2	Recruiter E5	PNC(SW) Mendoza	(703) 693-1912	223-1912
4010D	Recruit Division	MMCS(SW) Slater	(703) 693-1908	223-1908
	Commander/MEPS/Women in the Navy/ Naval Academy/OCS/AOCS/Art /SERE			
4010D1	Brig/CCU/NACU/ Operation Deep Freeze/EOP/NAVLEAD/ Drug & Alcohol Abuse Counselor/ Enlisted to Officer order writer	PNC(SW/AW) Norton	(703) 693-1907	223-1907
4010E	Physical Security	PNCS(SW) Tuparan	(703) 697-4061	227-4061
4010E1	Physical Security	YN2(AW) Dillon	(703) 693-1904	223-1904
4010F	Major Washington Staff	PNC(AW) McHugh	(703) 693-1902	223-1902
4010F1	Headquarters Activities	YN1(SS) Rivera	(703) 693-1903	223-1903
4010F2	Flag Quarters/Flag Mess	MSC(SW) Marsh	(703) 695-2981	225-2981
4010G	Joint Area Placement Staffs/MAAGS Missions/NATO/PEP	YN2(SW/AW) Gow	(703) 693-1899	223-1899
4010S	Rating Assignment Officer Schools	LT Robertson	(703) 693-1326	223-1326
4010S1	Head, Fleet 'A' School/Classifier	PNC(SW) Martir	(703) 693-1325	223-1325
4010S3	'A' School Leading Detailer/IT	PN1 Costello	(703) 614-8099	224-8099
4010S4	'A' School	YN3 Stroud	(703) 693-1318	223-1318
4010S5	'A' School, AEF/ATF/ NF/ENCORE	PN2 McBride	(703) 693-1323	223-1323
4010S8	'A' School	YN3 Ogletree	(703) 614-1143	224-1143

Fax: DSN 223-1911 or commercial (703) 693-1911

MUSICIAN (PERS-6MM)

For e-mail replace xxx with PERS-code: Pxxx@BUPERS.NAVY.MIL (for example, to reach the MU detailer: P6MM2A@BUPERS.NAVY.MIL)

PERS-Code	Title	Incumbent	Commercial	DSN
6MM	Division Director	LCDR Mitchell	(703) 693-0535	223-0535
6MMB	Deputy Division Director	LT Kessler	(703) 693-0728	223-0728
6MM3	Senior Detailer	MUCS McIntyre	(703) 693-0513	223-0513
6MM4	Detailer	MU1 Falter	(703) 693-0515	223-0515
6MM2	Fiscal Manager	MU1 Warren	(703) 693-0550	223-0550
6MM5	Materiel Manager	MU1 Whitham	(703) 693-0729	223-0729

Fax: DSN 223-0599 or commercial (703) 693-0599

TAR DETAILING DIRECTORY

Code	Title	Incumbent	Commercial	DSN
N4	Director	CDR Beigel	(504) 678-5109	678-5109
N41	Asst. Director/E8-9/CMC	AWCM(AW/NAC) Glennon	(504) 678-6205	678-6205
N410	AE/AD	AEC(AW/NAC) Hatfield	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMEC(AW) Sisneros	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Arndt	(504) 678-5488	678-5488

N413	PN/NC/Special Programs	PNC(SW) Bohrn	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Cottery	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Jordan-Arriaga	(504) 678-1599	678-1599
N416	HM/MS/Security/PreCom	HMC(AW/SW) Fisher	(504) 678-1779	678-1779
N417	AW/AC/AZ/AG	AWC(AW) May	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	DCC(SW) McCarthy	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	BMCS(SW) Dockler	(504) 678-6209	678-6209
N42	Admin Support Supervisor	YN1(AW) Bowen	(504) 678-6210	678-6210
N420	School Quotas	YN2 Broussard	(504) 678-1217	678-1217
N421	Correspondence. BUPERS Access, TAD	YNSN Rickerson	(504) 678-1216	678-1216
N423	1306/7 Clerk	Mr. John Pakron	(504) 678-6212	678-6212

Fax: DSN 678-6211 or commercial (504) 678-6211
Toll free 1-800-535-2699

ENLISTED PERSONNEL MANAGEMENT CENTER (EPMAC)

(Seaman, Fireman and Airman Detailers)

To contact your detailer via Internet e-mail, use the following address: *EPxxx@EPMAC.NOLA.NAVY.MIL*
 just substitute your detailers EP-Code where the xxx are, for example: *EP71B1@EPMAC.NOLA.NAVY.MIL*

Code	Title	Incumbent	Commercial	DSN
EP00	Commanding Officer	CAPT Huiatt	(504) 678-1470	678-1470
EP01	Executive Officer	CDR Winger	(504) 678-1470	678-1470
EP70	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
EP70A	Asst. Dept. Director	Vacant	(504) 678-1433	678-1433
EP70C	Budget/Prog. Analyst	Mrs. Herrick	(504) 678-1128	678-1128
EP70S	Admin. Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
EP71	Assignment Div. Dir.	PNCS(SW) Jacobs	(504) 678-1704	678-1704
EP71A	Lead Detailer	GMM1(SW) Amazeen	(504) 678-1435	678-1435
EP71B	DECOM/PRECOM Det.	PNSR J.R. Loya	(504) 678-1707	678-1707
EP71C	SN/FN/AN NROTC Coordinator	PN2(AW) Ridley	(504) 678-1784	678-1784
EP71D	SN/FN/AN Special Project	PN2 Pearson	(504) 678-1721	678-1721
EP71E	SN/FN Special Project	SN Soza	(504) 678-1570	678-1570
EP71F	FN LANT/PAC Detailer	SN Williamson	(504) 678-1587	678-1587
EP71G	AN LANT/PAC Detailer	SN Williams	(504) 678-1420	678-1420
EP71H	SN LANT/PAC Detailer	SN Williamson	(504) 678-1587	678-1587
EP71H	AN Lead Detailer	Vacant	(504) 678-5128	678-5128
EP72	Dir. Immediate Avail Div.	PN1 Sellers	(504) 678-1722	678-1722
EP72A	Avail Control Processor	PN2(SW) Hollins	(504) 678-1588	678-1588
EP72B	AN/FN PAC Avail Detailer	PN3 Smith	(504) 678-6204	678-6204
EP72C	SN/SUB PAC Avail Det.	PN3 Plowden	(504) 678-5267	678-5267
EP72D	SN/SUB LANT Avail Det.	SN Burroughs	(504) 678-6772	678-6772
EP72E	AN/FN LANT Avail Det.	Vacant	(504) 678-1720	678-1720

Success

Ability will enable a person to get to the top, but it takes character to stay there.

The person who gets ahead is the person who does more than is necessary — and keeps on doing it.

A wise person will not walk down the road of success with you. They'll simply point you in the right direction.

Don't forget the people who are holding the ladder while you're climbing to success.

The Back Page

PRD windows, new requisition dates, morning and night detailing

Use this chart to plan order negotiations. Requisitions are posted about every two weeks and list vacancy projections for the current PRD window - nine months for most orders. Match your PRD month with corresponding requisition date. Call on the appropriate AM/PM detailing date-detailers are available from 0600-0800 (EST) for overseas calls only, and until 2200 (EST) for all callers.

If your PRD is:	Take advantage of new requisitions on:	AM/PM detailing is scheduled for:
<i>October 1997 January 1998</i>	5 January & 19 January	6 January & 20 January
<i>November 1997 February 1998</i>	9 February & 23 February	10 February & 24 February
<i>December 1997 March 1998</i>	9 March & 23 March	10 March & 24 March
<i>January 1998 April 1998</i>	6 April & 20 April	7 April & 21 April
<i>Italicized PRDs reflect the nine-month detailing window and plain type indicate six month prior to PRD. You should be committed to orders by the six month mark.</i>		

March Advancement Exams

E4 4 September
E5 9 September
E6 11 September

Selection boards

FY98 E7 Selection Board convenes 3 June through 11 July
TAR Transfer, Redesignation Board convenes 30 June
Naval Reserve E7 Selection Board convenes 7 July

Eval/Fitrep schedule

30 May - E6 mid-term evals
30 June - E4 periodic evals
31 July - E1-E3 periodic evals
30 September - E7-E8 periodic fitreps; E4-E5 Mid-term counselling
31 October - E1-E3, E9 mid-term counselling
30 November - E-6 periodic evals
31 December - E4 periodic evals